March 2023

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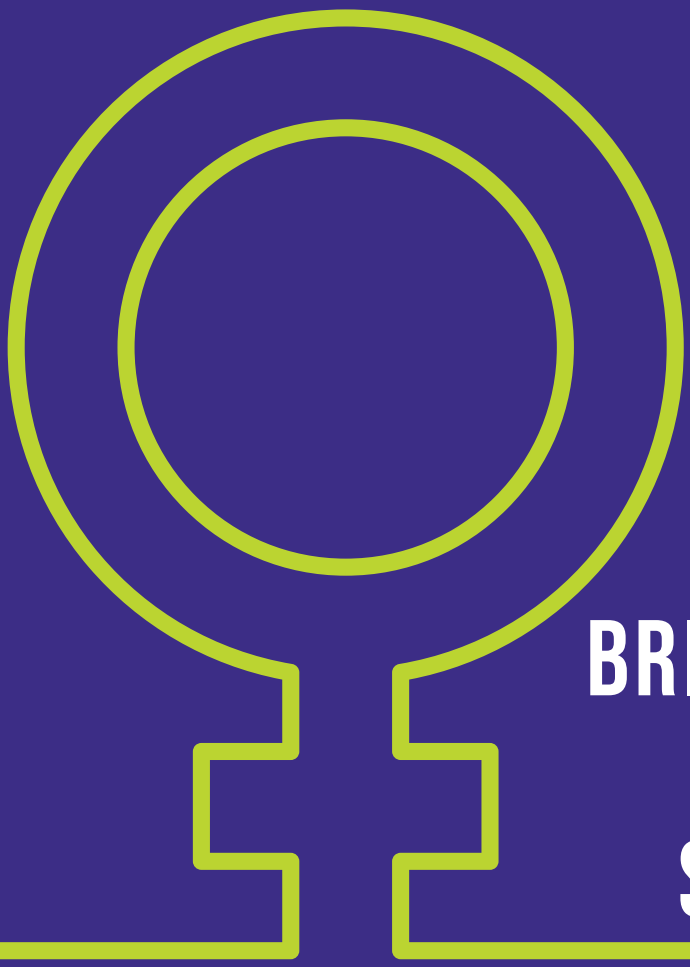

BRIDGING THE SKILLS GAP

TOWARDS AN EQUAL WORKPLACE

Contents

Leenika Khattar
Director – Diversity Equity Inclusion and Belonging
NASSCOM

Women represent 36% of the total IT workforce in India. Despite the changing world of work, women are still dramatically underrepresented.

Foreword

Changing the narrative of Gender Diversity is crucial to business performance. If our aim is to establish fair and diverse workplaces then we should view equality as a matter of business rather than just a women's issue. This is possible by improving diverse representation, encouraging conversations, challenging stereotypes, and advocating for policies and practices that promote equity.

Bridging the Gender Gap towards an equal workforce requires concerted efforts from Individuals, Industry, Academia, and the Government. A gender-responsive approach to innovation, technology and digital education can help increase awareness and participation of women.

By investing in education, upskilling, training, apprenticeships, internships, mentorship, sponsorship, allyship, and inclusive hiring practices, we can create a more equitable and diverse workforce. To speed up the pace of progress on diversity, the focus should be on 'Equitable Upskilling'. We need to relook at our upskilling and reskilling initiatives from a gender lens if we really want to close the skills gap and have a truly a gender-diverse representation.

Jennifer Henderson
Senior Vice President -
Global Talent Acquisition
NTT DATA Services

Businesses must prioritize creating abundant opportunities for women to pursue careers in technology to promote diversity. The pandemic has emphasized the importance of being kind and empathetic, leading to a rise in flexible work arrangements such as remote and hybrid work models.

Expert Speaks

Creating opportunities for skilled women to reintegrate them into the workforce through a "Career 2.0" program is a significant benefit for businesses seeking to promote diversity and gender equity in the workplace and can help also address the current labor shortage.

Acknowledging women's talent via certification programs rather than just traditional college education is essential. Employers should view these certifications as emerging talent programs to hire skilled and competent employees. The practical knowledge gained from pursuing certifications allows individuals to develop better professional skills.

While certifications in hard sciences have been instrumental in creating employment opportunities for women, a similar system of life skills certifications in humanities could provide balance and increase employment opportunities for women.

Certifications from product-based companies have created opportunities for women in technology, enabling them to upskill and reskill. Participation in upskilling courses can also build a community of professionals, allowing opportunities for networking and mutual learning. These upskilling courses help provide niche skill value and allow individuals from non-technical backgrounds to explore and experiment with their career paths and build both technical and soft skills, leading to a more focused and well-rounded education.

Sachin Alug
Chief Executive Officer
NLB Services

Businesses today need a diverse set of perspectives to gain a competitive advantage, making participation of women even more imperative. Tech-fused jobs offer unprecedented flexibility when it comes to location and work hours, enabling more and more women to contribute to the sector. Perhaps this is the reason why the Indian tech workforce has higher participation of women, especially in cities like Bengaluru where women's roles extend to leadership positions.

Expert Speaks

Understanding of women's roles beyond that of the 9-to-5 schedule can go a long way in creating a flexible and conducive work environment for women. Aspects like flexible timings, childcare, maternity leaves, family time, etc. must be taken into consideration to empower women to hit peak productivity.

With more women enrolling in STEM courses, the growth scope for tech companies is growing as well. A gender mix, fostered by more female participation, not only improves productivity, and creativity but also customer centricity and performance.

With the advent of new technologies like virtual classrooms creating interactive learning environments, online certification is hardly deemed as inferior to traditional classes. Additionally, the flexibility it offers is unparalleled. Universities, colleges, etc. traditionally have been more focused on the broader spectrum of education and making learners well-rounded. However, they both go hand in hand. An understanding of how the business world works is needed to apply technical skills and without technical skills, one cannot perform in bureaucratic tech roles.

Although the job participation of women has increased, a lot more work needs to be done in certain areas. Certain sectors foster women's participation and growth better than others. As industries simplify themselves, becoming more digital, more open, and also more global, they realize that they will need all aspects of talent which includes gender diversification, and women will only add a lot of value to it.

SIA
Fastest Growing
Staffing Companies
US/North America
(2020, 2021, 2022)

UBS Forums
HR Excellence
Award
(2022)

BW People
DE&I Award
(2022)

BW People
& HappyPlus-
Happiest Workplaces
Award
(2022)

RITA
Award
(2022)

Financial Express
FUTech Award
(2022)

INC 5000
Fastest Growing
Private Companies
in US
(2021)

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Headquartered in Alpharetta, Georgia, our vast global presence and unyielding customer centricity have enabled us to forge strategic partnerships with leading Fortune 500 companies, worldwide. We are a strong team of over 8000 professionals with unparalleled domain depth and exceptional digital expertise.

To know more please visit www.nlbservices.com

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NTT DATA Services is a recognized leader in IT and business services, including cloud, data and applications, headquartered in Texas. As part of NTT DATA, a $30 billion trusted global innovator with a combined global reach of over 80 countries, we help clients transform through business and technology consulting, industry and digital solutions, applications development and management, managed edge-to-cloud infrastructure services, BPO, systems integration and global data centers.

We are committed to our clients' long-term success.

To know more please visit www.nttdata.com

Key Findings

- Approximately **4 Mn** female online learners have **enrolled in STEM courses**; and a majority of these women **(57%)** are **confident of securing a relevant job** after completing a course
- **54%** of the employers surveyed believe that **STEM education will significantly reduce the skill gap**, while **61%** of employers think **fresh STEM graduates are ready for industry work**
- **Retail/E-commerce, Healthcare and Pharma, and IT/ITeS** are the sectors where a growth in the hiring of STEM qualified women is likely during FY 2023-24
- **54%** of the employers surveyed believe that **hiring more women in leadership roles is essential for promoting gender diversity**, and **75%** of them **plan to prepare and promote women employees from internally** for such positions
- **31%** of employers plan to initiate programs to attract **second-career women** to boost gender diversity
- **57%** of **women believe that pay gap** in their organizations is **prominent**, whereas **61%** of employers mention that **there is less than a 5%** deviation in pay parity
- **62%** of the employers surveyed **intend to hire STEM qualified women in FY 2023-24**, and **38%** of employers plan to **increase women's proportion in the workforce by 11-20%**
- Women are increasing their enrollment in STEM courses as they **acquire additional skills demanded by today's jobs (55%)**, **career progression (26%)**, and **prepare for their dream job (16%)**

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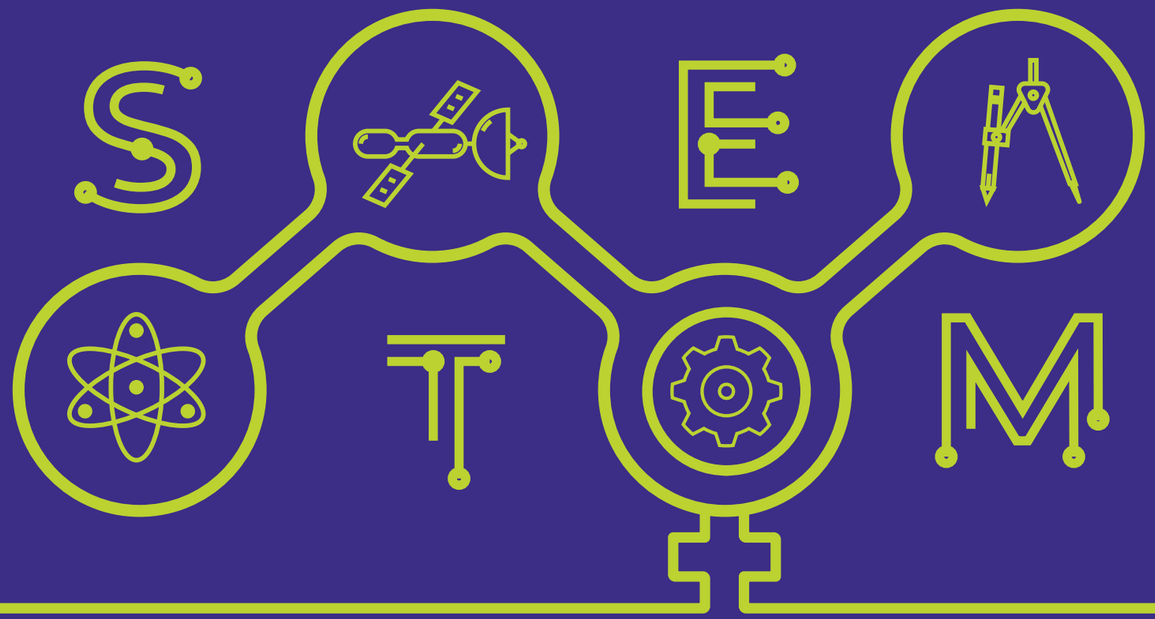


STEM CERTIFICATIONS ARE ENABLING A NEWFOUND SUPPLY-DEMAND MATCH

What women want from STEM certifications

Globally, India ranks second in terms of the number of female online learners;

4 million female online learners have enrolled for STEM courses

STEM courses/fields such as Computer Programming, Web Development, Analytics, AI and ML, Cybersecurity, and User Experience (UX) Design are most preferred by women

Women are increasingly enrolling in STEM courses with the goal to acquire technical skills that can help them advance their careers and secure leadership and management positions

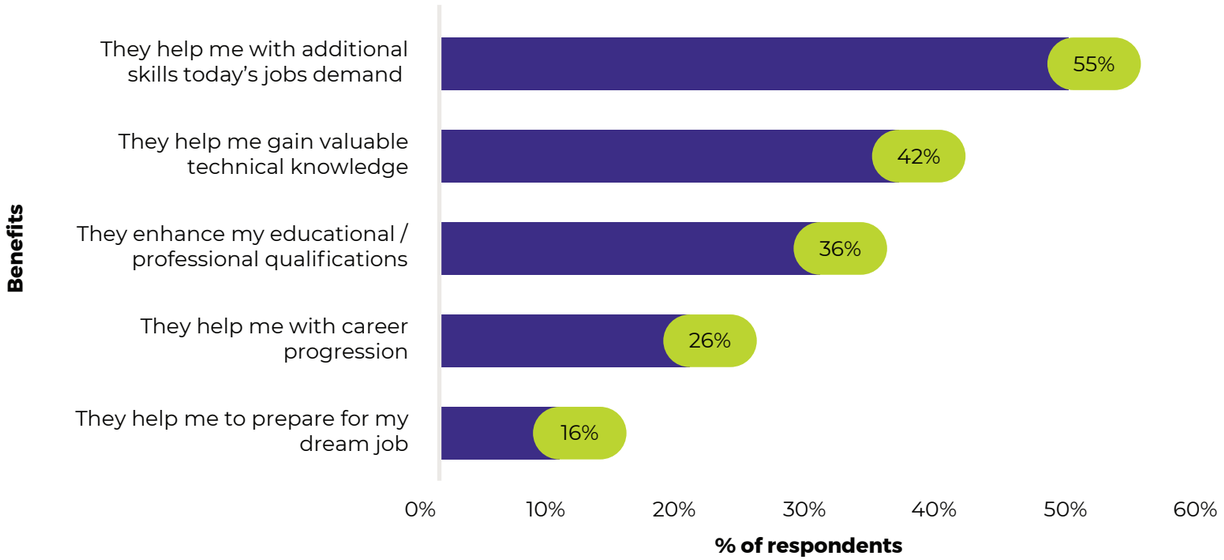
The proportion of women enrolling for online STEM courses in India rose to **32%** in 2021 from **22%** in 2019

The Gender gap in STEM course enrollment has decreased from **32%** in 2019 to **23%** in 2021

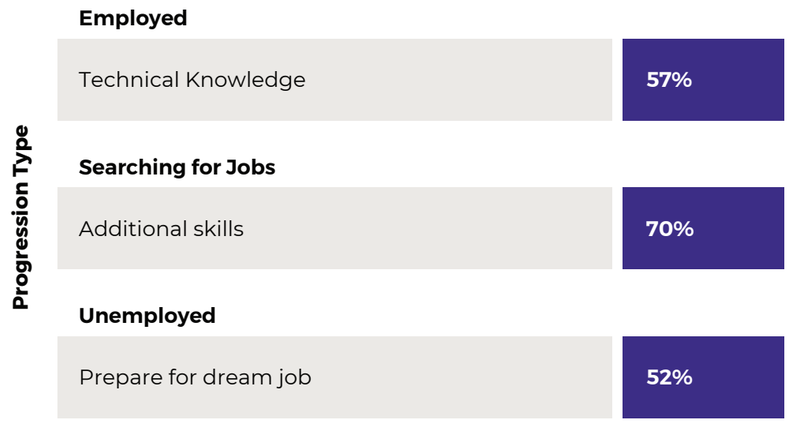
Date Source: 1) Small-town Indian women are finding STEM jobs, The Print, Aug 2022 2) Skillsoft's 2022 women in tech report, 3) Coursera Global Skills Report 2021

Benefits women unlock through STEM skills and certifications

Women's opinion:
Benefits from STEM skills/certifications



Benefits from STEM Skills/Certifications:
by employment status

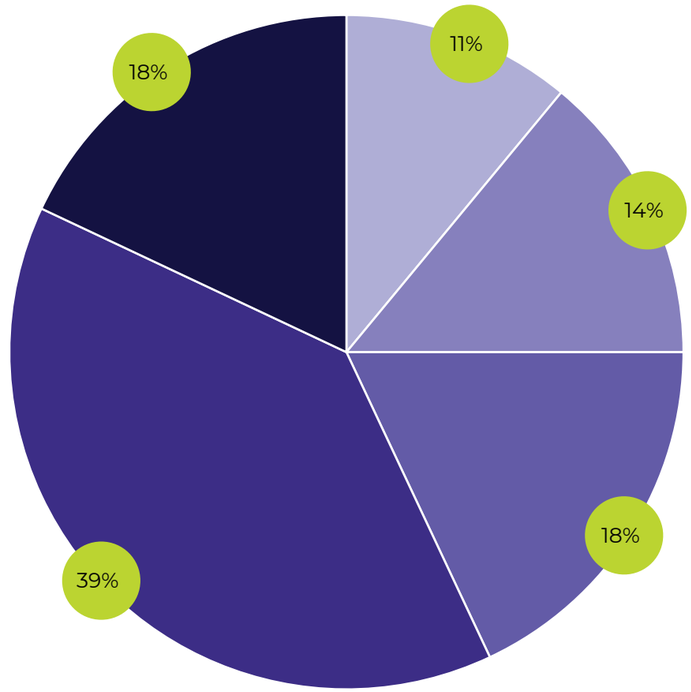


Women are enrolling for STEM primarily for acquiring additional skills demanded by today's jobs (55%), and for gaining technical knowledge (42%), enhancing their educational and professional qualifications (36%), preparing for their dream job (16%), and career progression (26%). Freelancers and gig workers see enhancing their educational/ professional qualifications as the biggest benefit (53%), while those in-between jobs/job searching believe that preparing for their dream job has been the most beneficial (52%).

Sample Size (Employee): 500

How women with STEM certifications perceive job prospects

STEM qualified women's opinion:
probability of securing a relevant job following course completion



1 2 3 4 5

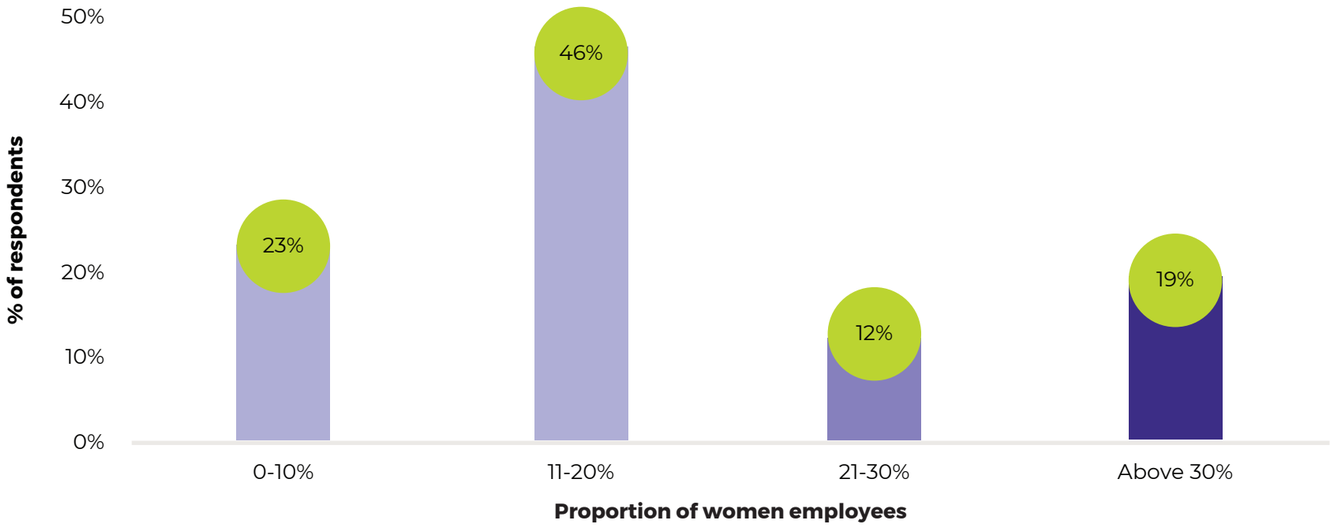
Rating scale: where 1 stands for "Least likely" and 5 stands for "Most likely"

While a majority of women employees (57%) are confident in securing a relevant job after completing a course, a notable proportion of women employees (25%) are still determining their job prospects after completing a course.

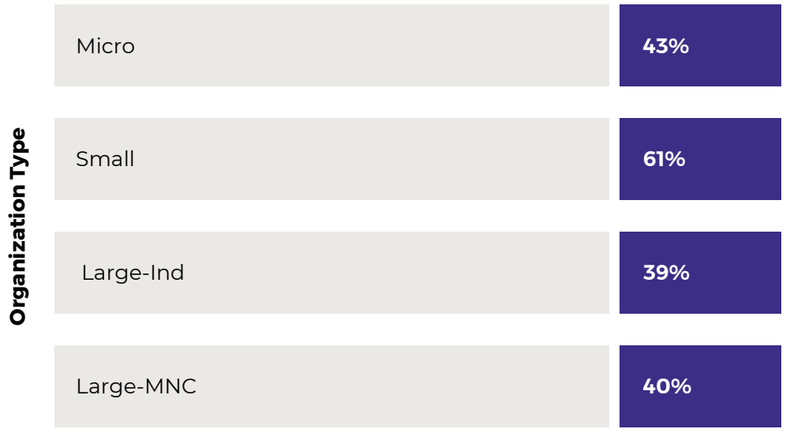
Sample Size (Employee): 500

Proportion of women in organizations during FY 2022-23

Proportion of women employees:
FY 2022-23



Proportion of women employees:
by organization type



(% of respondents: 11-20%)

In the current financial year (2022-23), 46% of employers have women employees constituting 11-20% of their workforce, while in the case of 23% of the employers, the proportion is 0-10%. Across organization types, 19% of employers have upwards of 30% women in their organizations. Startups have the highest proportion of respondents (33%) in this category. Also, across organization types, a majority represent a female employee proportion of 11-20%. Small/medium enterprises dominate this category with 61% of respondents.

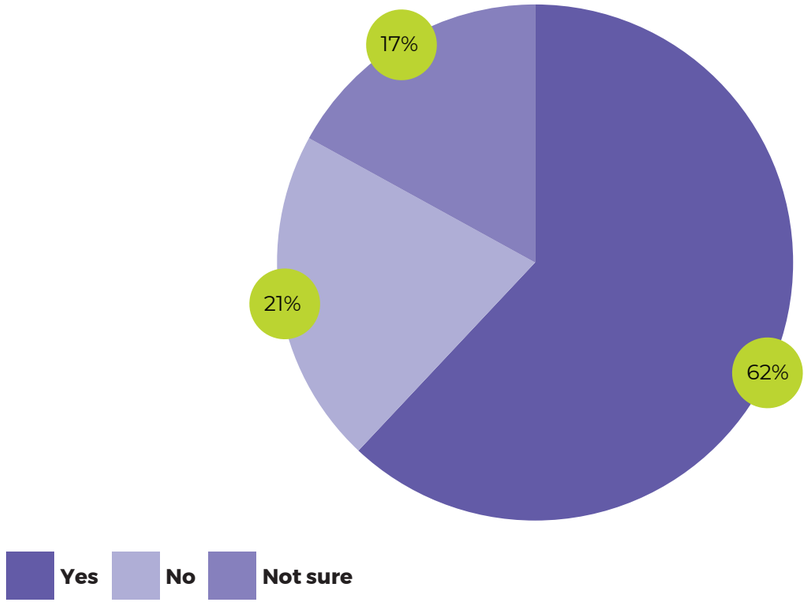
On the other hand, 35.28% of the workforce in India's top five tech companies are women and 79% of women are employed in tech roles in non-tech companies.**

Sample Size (Employer): 250

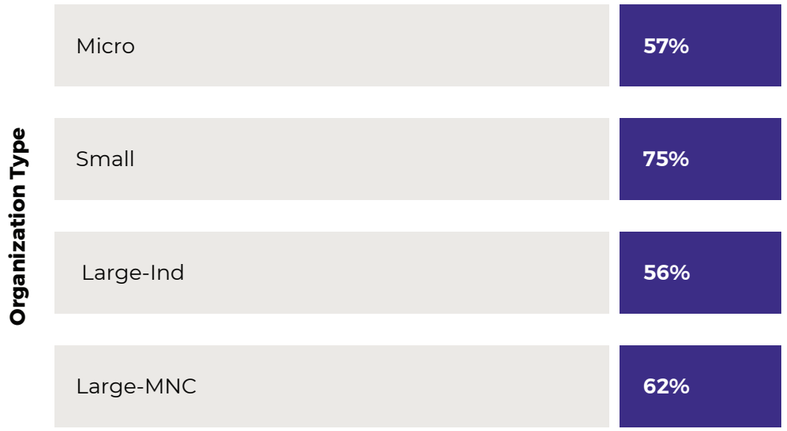
**Date Source: 1) Eight in 10 women employed in tech roles work in non-tech companies, Economic Times, Dec 2022 2) Alarming gender gap: Women form just a quarter of top Indian companies' staff, Money Control, Nov, 2022

Plans for hiring women enrolled in STEM courses during FY 2023-24

Employers hiring women enrolled in STEM courses: plans for FY 2023-24



Employers hiring women enrolled in STEM courses FY 2023-24: by organization type

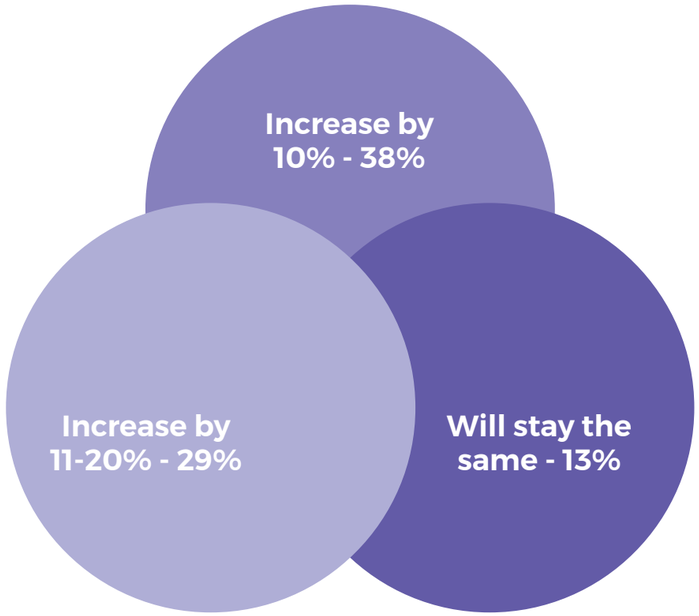


A majority of employers (62%) intend to hire more women enrolled in STEM courses in 2023-24 compared to the previous year. This is true across organization types. Respondents from small/medium enterprises have the highest proportion (75%) of affirmative answers. Comparatively, in startups, only 37% of respondents are planning to hire more women enrolled in these courses in 2023-24.

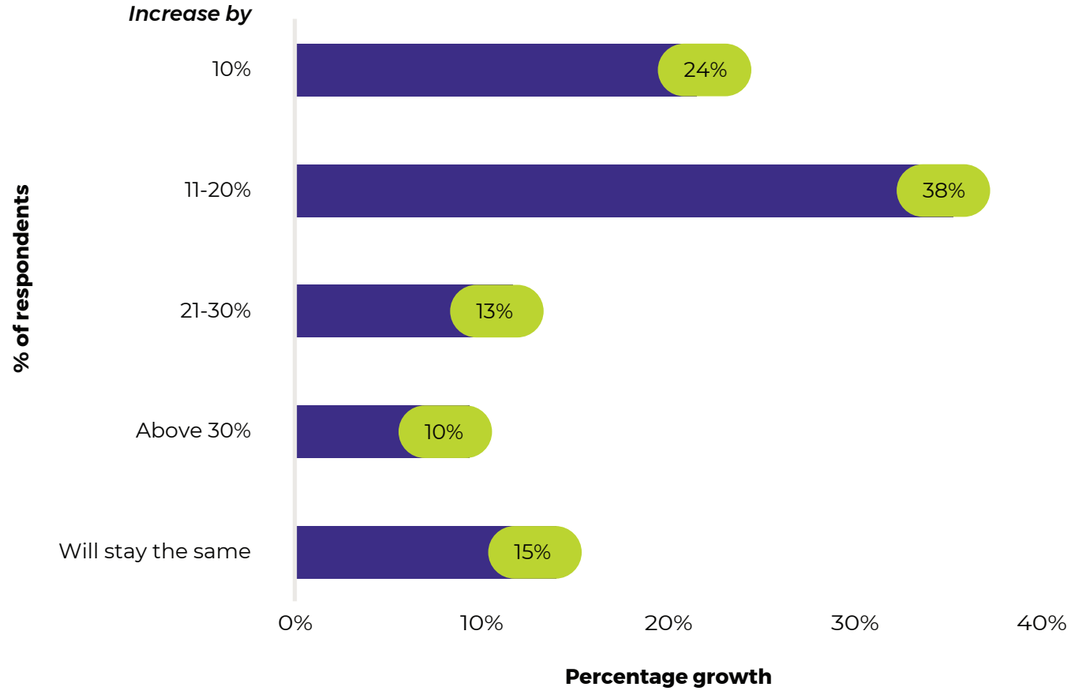
Sample Size (Employer): 250

Employers are optimistic about hiring more STEM qualified women

Employer hiring outlook for FY 2023-24



STEM qualified female workforce

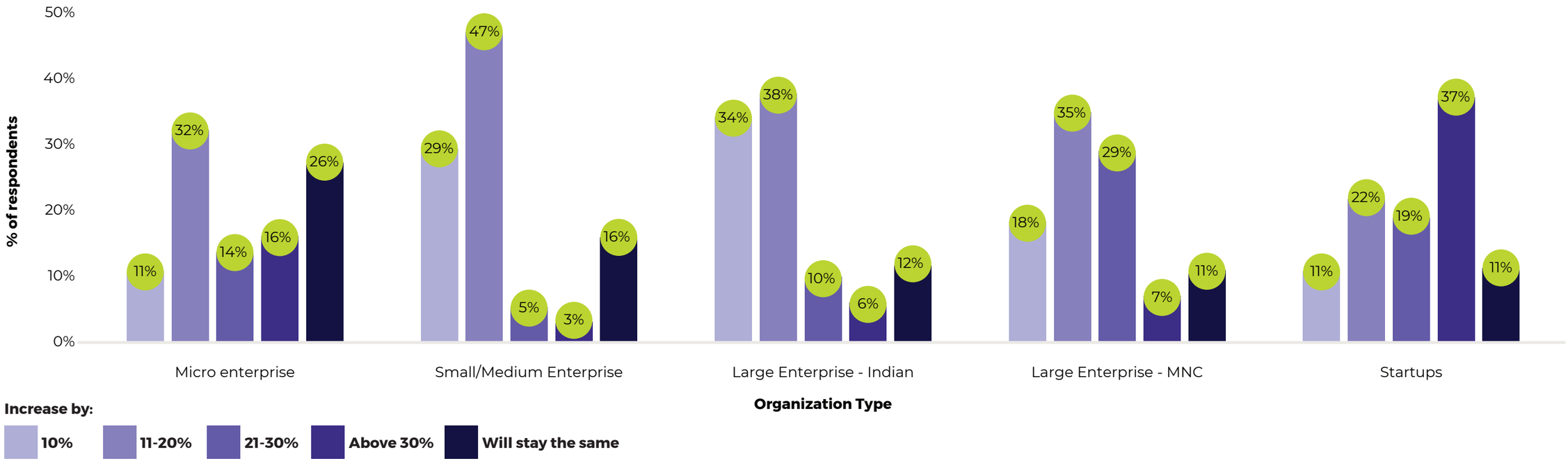


The positive hiring outlook is observed among employers across India, with almost 67% predicting growth of up to 20%. About two out of five employers expect to hire 11-20% more STEM qualified women in 2023-24.

Sample Size (Employer): 250

Employer optimism about hiring more STEM qualified women by organization type

Employers' expectations for growth in women workforce in FY 2023-24 : by organization type

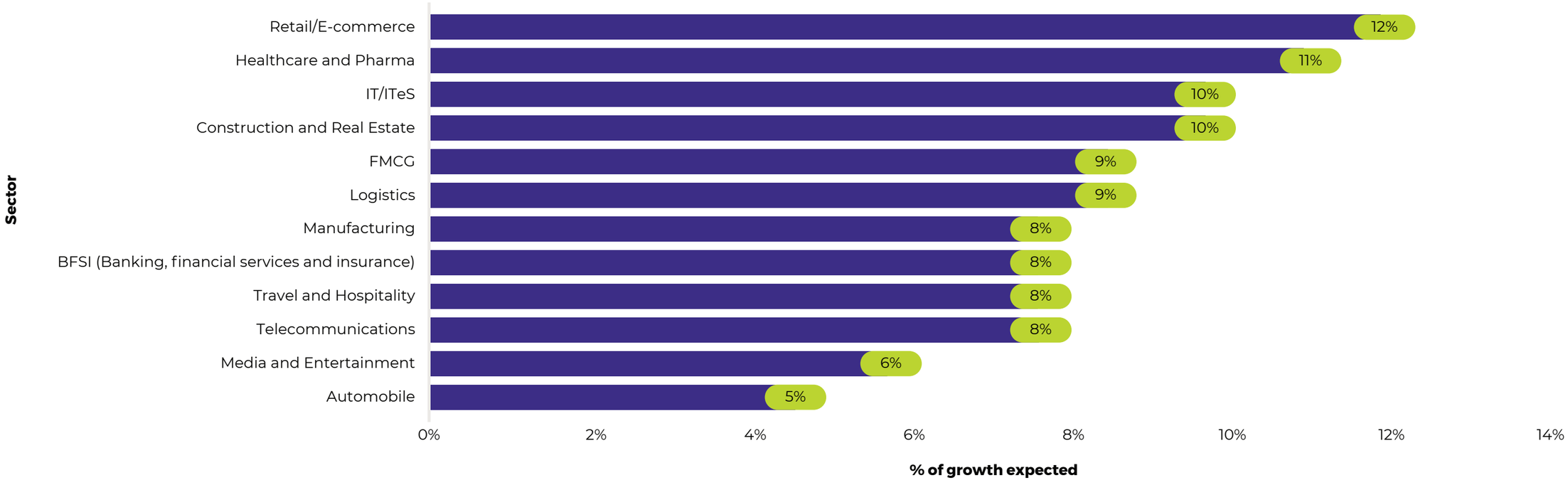


Most employers across all organizations expect an 11-20% increase in the number of jobs for women in STEM. However, in startups, a significant 37% of employers plan to increase the number of jobs for women in STEM by more than 30%.

Sample Size (Employer): 250

Sectors planning to increase hiring of STEM qualified women during FY 2023-24

Expected growth of STEM qualified women in FY 2023-24: by sector

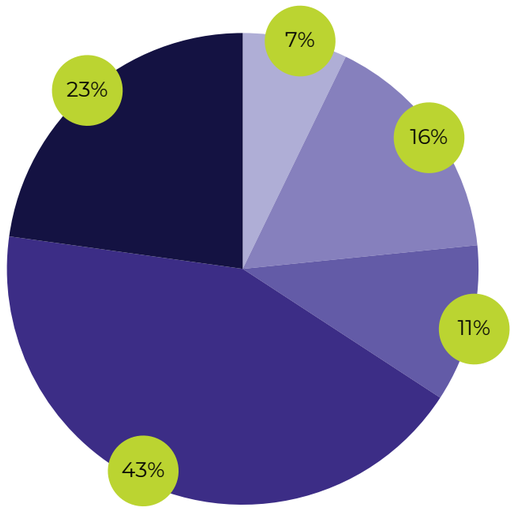


The Retail/E-commerce, Healthcare and Pharma, and IT/ITeS sectors anticipate significant increase in hiring of the number of STEM qualified women employees in the upcoming fiscal (2023-24).

Sample Size (Employer): 250

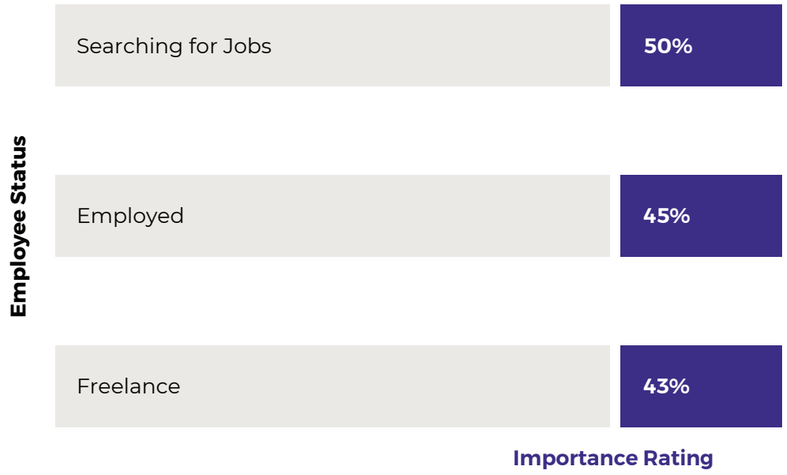
Importance of upskilling/reskilling in the current STEM job market

STEM women's opinion:
Importance of upskilling/reskilling in the current job market



Rating scale: where 1 stands for "Least likely" and 5 stands for "Most likely"

Importance of upskilling/reskilling in the current job market: : by employment status

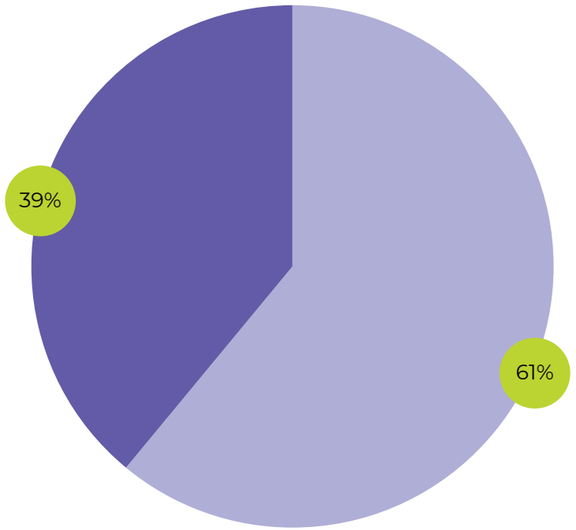


A majority (66%) of women in STEM acknowledge the importance of upskilling/reskilling in the current job market. In comparison, only a small proportion (7%) of STEM qualified women consider it the least important. STEM qualified women who are employed have rated upskilling/reskilling the highest (27%), that is, extremely important, while STEM qualified women who are not actively seeking employment have the highest proportion of respondents rating it as least important (15%). 74% of the in-between jobs/job-seeking STEM qualified women and 63% of the female freelancers/gig workers comprise the highest proportion rating upskilling/reskilling as necessary (rating 4-5).

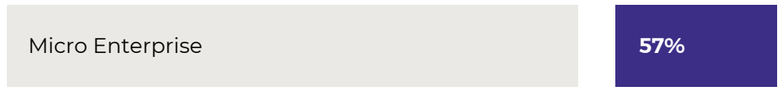
Sample Size (Employee): 500

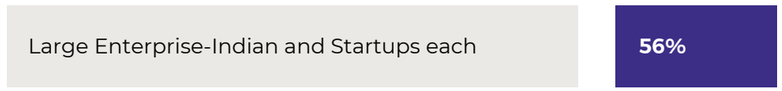
Closing the skill gap through STEM education: impact and effectiveness

Employers' perception:
Industry readiness for fresh STEM graduates



Industry readiness for fresh STEM graduates:
by organization type



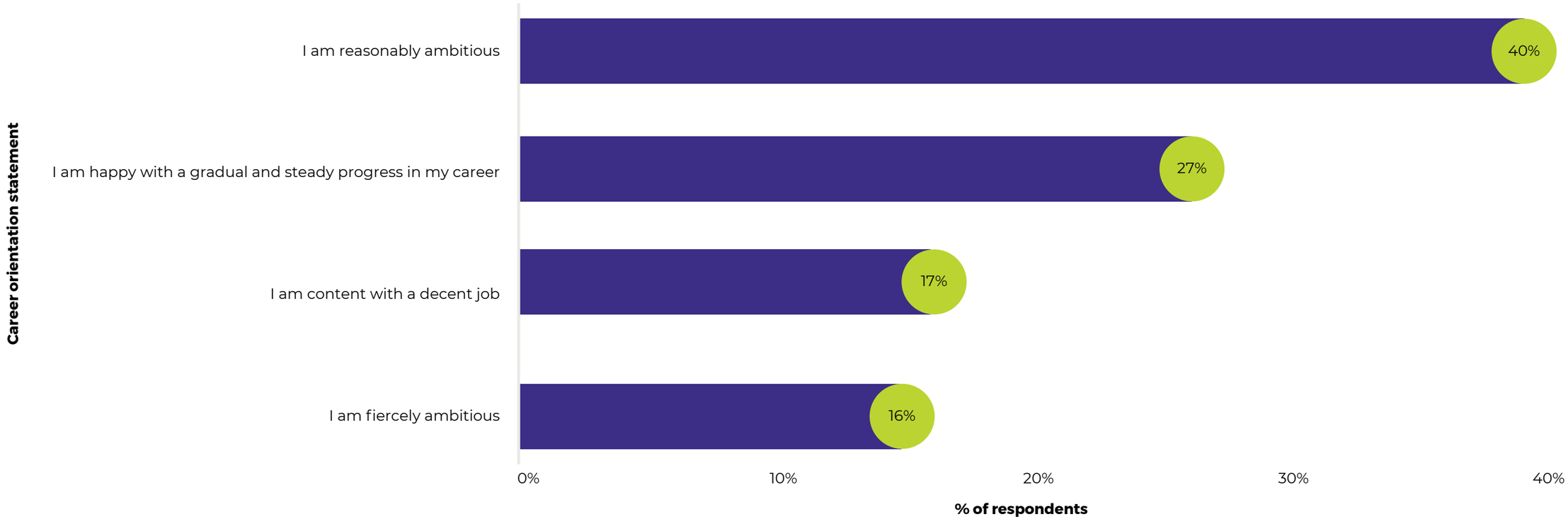


A good 61% of the employers surveyed think that women employees who are certified in STEM are industry-ready; while the remaining 39% do not think so. Employers across organization types have differing views on whether these STEM graduates are industry-ready. Most small/medium enterprises (74%) and a majority of the micro-enterprises (57%) believe these STEM graduates are industry-ready.

Sample Size (Employer): 250

Women in STEM : Career Ambitions and Attitudes

Career ambitions for women in STEM



Women who are enrolled for STEM exhibit varying levels of ambition in their careers, with a significant proportion indicating that they are reasonably ambitious. On the other hand, 27% are happy with gradual and steady progress in their career and 17% are content with a decent job.

Sample Size (Employee): 500

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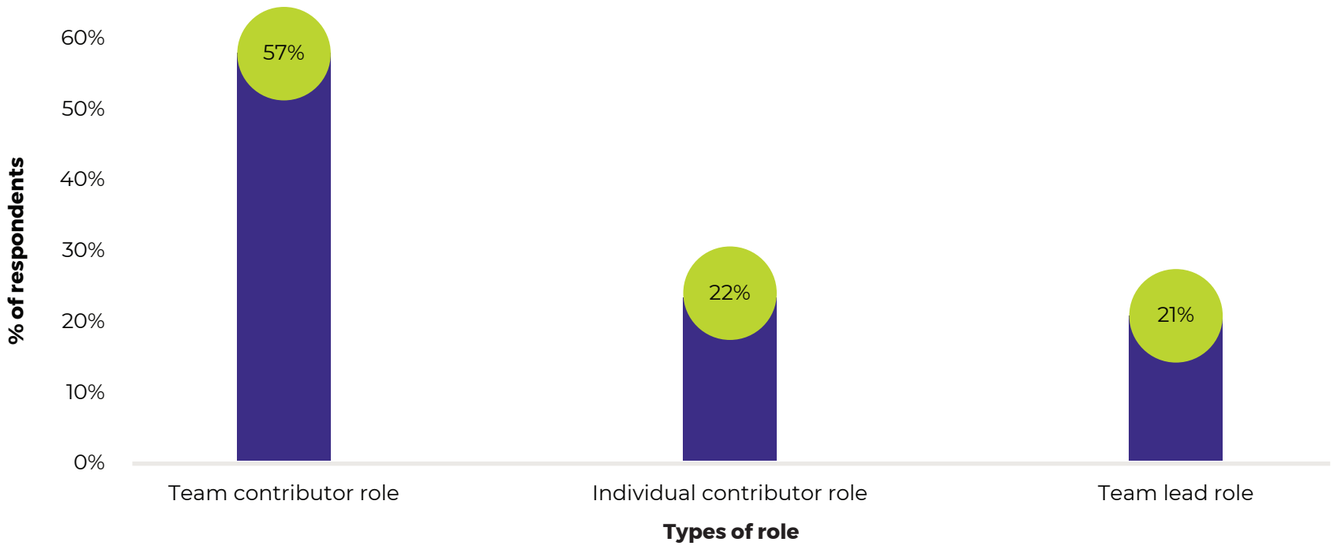
WOMEN IN STEM
WORK PREFERENCES

Work preferences of women in STEM by job role choice

STEM Women desired job role



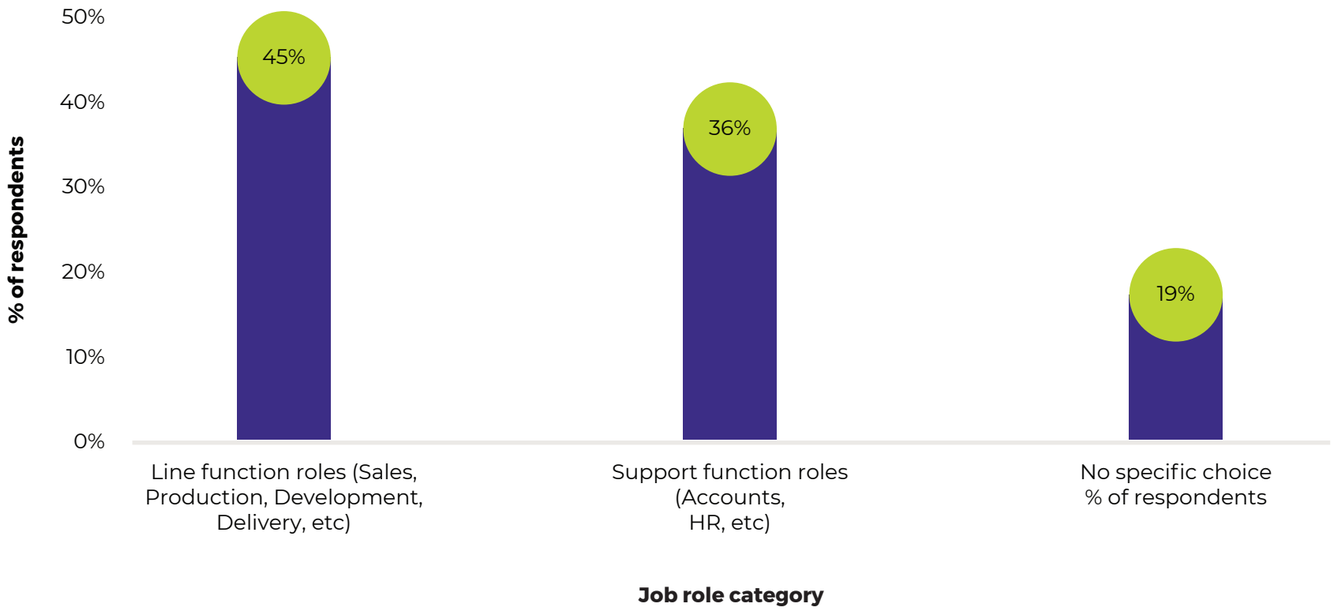
STEM Women desired job role:
by employment status

A majority of STEM qualified women employees (57%) are looking for a team contributor role. 22% are interested in individual contributor roles, and another 21% seek team lead roles.

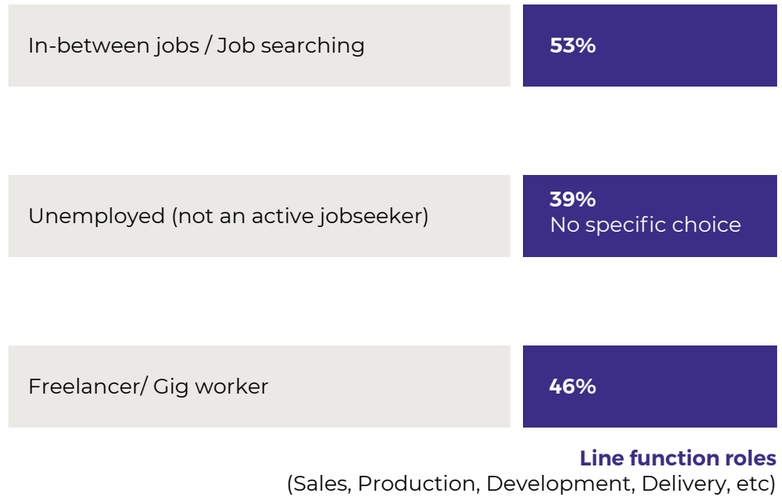
Sample Size (Employee): 500

Work preferences of women in STEM by job category

STEM Women desired job role



STEM Women work preferences by job role category: by employment status

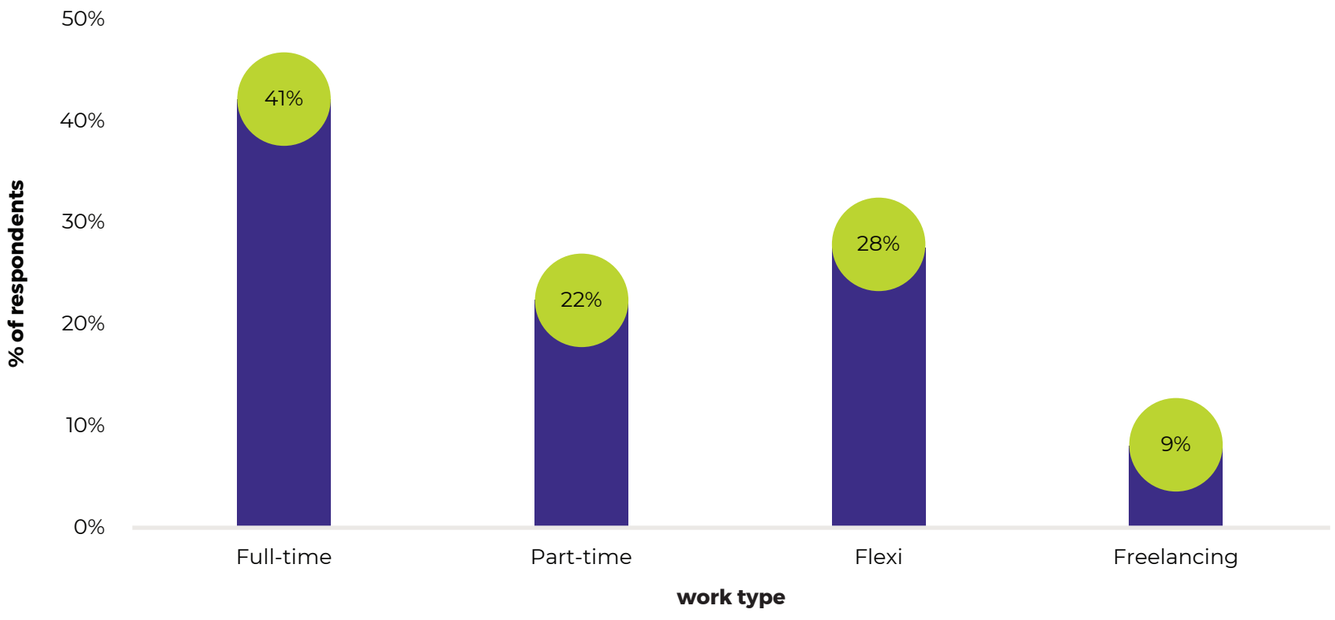


About 45% of the STEM qualified women surveyed are interested in line-function roles. Meanwhile, 36% prefer support function roles – both conventional and within STEM disciplines. The remaining 19% are yet to make a specific choice. Women across employment status have varying preferences for job role categories. A significant proportion of employed STEM qualified women (40%) are interested in line function roles, while 38% prefer support function roles. STEM qualified women in between jobs/searching for jobs showed a higher preference for line-function roles (53%), whereas STEM qualified women who are unemployed (not actively seeking jobs) showed a higher appreciation for support-function roles (37%).

Sample Size (Employee): 500

Work preferences of women in STEM by work engagement

STEM Women preferred type of work engagement



STEM Women preferred type of work engagement:
by marital status

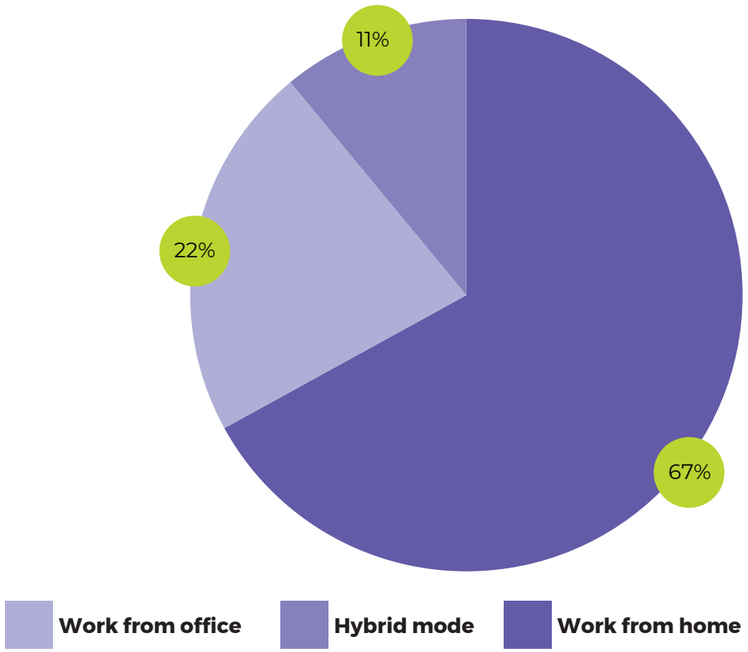
Married	**47%** Full time
Unmarried	**41%** Flexi
Choose not to disclose	**46%** Full time

The most popular engagement type among women in STEM is full-time work, with 41% of respondents preferring this option. Flexi-work is the second most popular choice (28% of respondents). Part-time jobs are favored by 22% of respondents, while freelancing is the least popular option, chosen by only 9%. The preference for full-time work is more common among married women (47%), while unmarried women (41%) are more likely to prefer flexi-work, followed by part-time employment.

Sample Size (Employee): 500

Work preferences of women in STEM by work model

STEM Women preferred work model



STEM Women preferred work model:
by marital status

Two out of three women in STEM prefer to work from home (67%), a smaller percentage (22%) prefer working from the office, and 11% prefer hybrid mode. 84% of married women and 55% of unmarried women prefer working from home. 45% of unmarried women prefer working from office. A significant proportion of women (29%) who chose not to disclose their marital status prefer a hybrid mode of work.

Sample Size (Employee): 500

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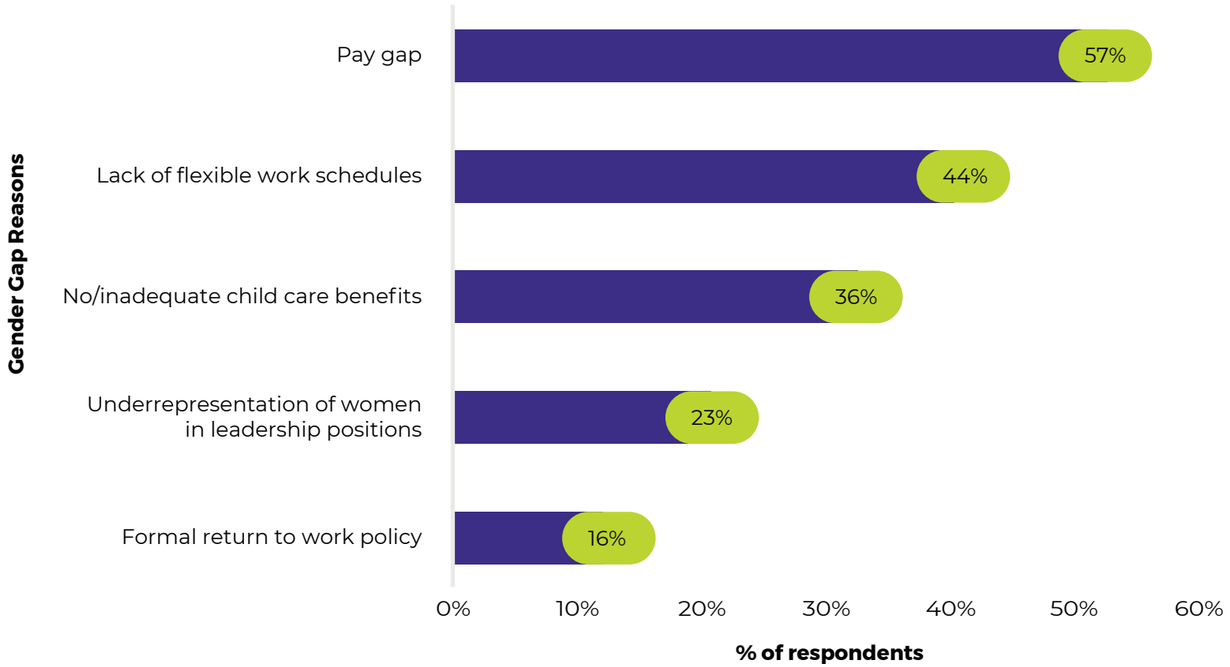
OBSTACLES THAT FORCED WOMEN OUT OF JOBS AND INTO STEM

Gender gap and its constituents as per Women in STEM

Gender gap and its constituents



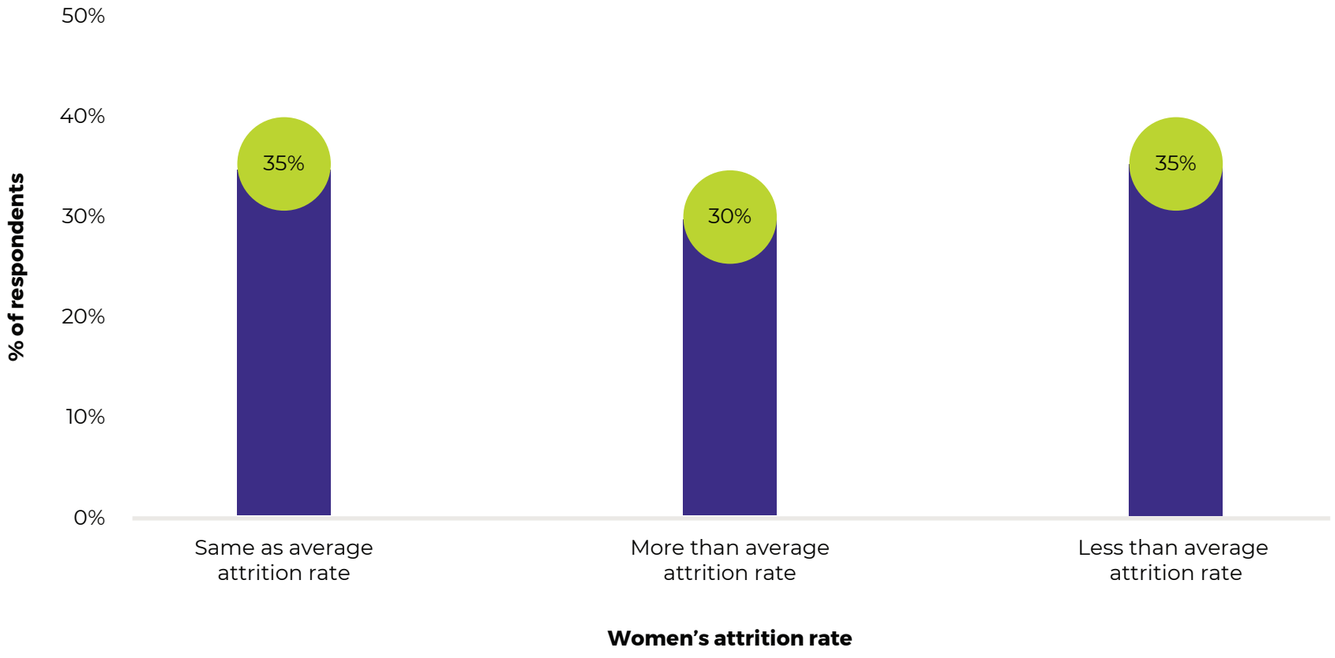
Gender gap and its constituents:
by career stage

Entry / Junior Level (0-5 years)	**67%** Pay gap
Middle Level (5-10 years)	**53%** Underrepresentation of women in leadership positions
Senior Level (10+ years)	**52%** Pay gap

The top gender gap constituents noticed by women in STEM are the lack of pay parity (57%), inflexible work schedules (44%), and inadequate childcare benefits (36%). Other significant gaps include the underrepresentation of women in leadership positions (23%) and the absence of formal return-to-work policies (16%). The pay gap is the most widely recognized gender gap constituent among women employees across career levels, with 67% at the entry/junior level, 29% at the middle level, and 52% at the senior level. Underrepresentation of women in leadership positions and formal return-to-work policies are more commonly observed at the middle and senior levels of the hierarchy.

Sample Size (Employee): 500

Women's attrition rate as per the size and type of organization



Women's attrition rate:
by organization type

Micro enterprise	**43%** Less than average attrition rate
Small / Medium Enterprise	**41%** Less than average attrition rate
Startups	**41%** Same as average attrition rate

An equal proportion of employers (35% each) report that the attrition rate of women is either the same as the average rate or less than the average rate of their organization. However, 30% of employers report a higher-than-average attrition rate for women. Most micro (43%) and small/medium enterprises (41%) have a lower-than-average attrition rate of women. On the other hand, large multinational corporations (40%) and startups (41%) have a higher-than-average attrition rate for women, which suggests the need for better retention strategies and support for women's career growth in these organizations.

Sample Size (Employer): 250

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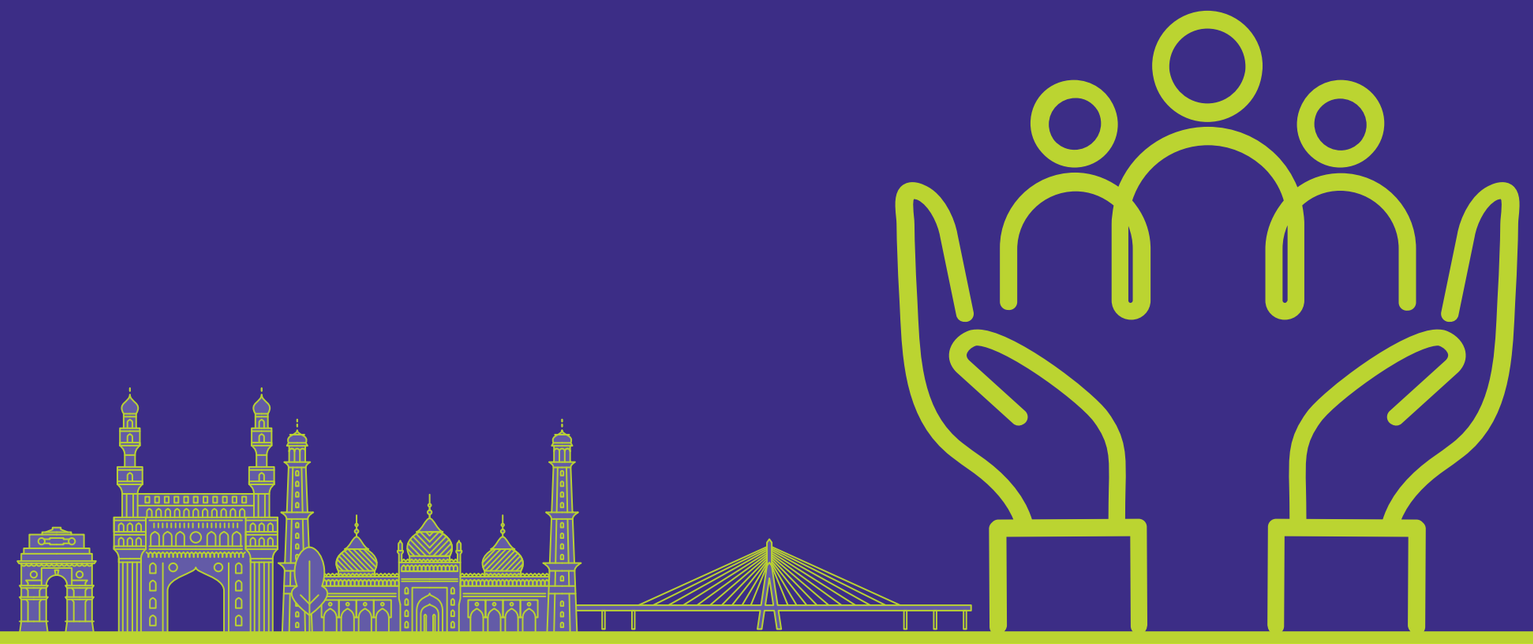


GENDER DIVERSITY IN INDIA INC.

Gender Diversity in India Inc.

Corporate India is increasing **efforts to attract women employees**

Initiatives include offering **pregnant women and new mothers flexibility in their work schedules and mentoring programs**, among others

Organizations have set a target of **achieving a gender diversity ratio of 29.9 by 2023,** up from 23.6 in 2022

Top consulting firms are willing to employ an average of **35%-40% women in their workforce**

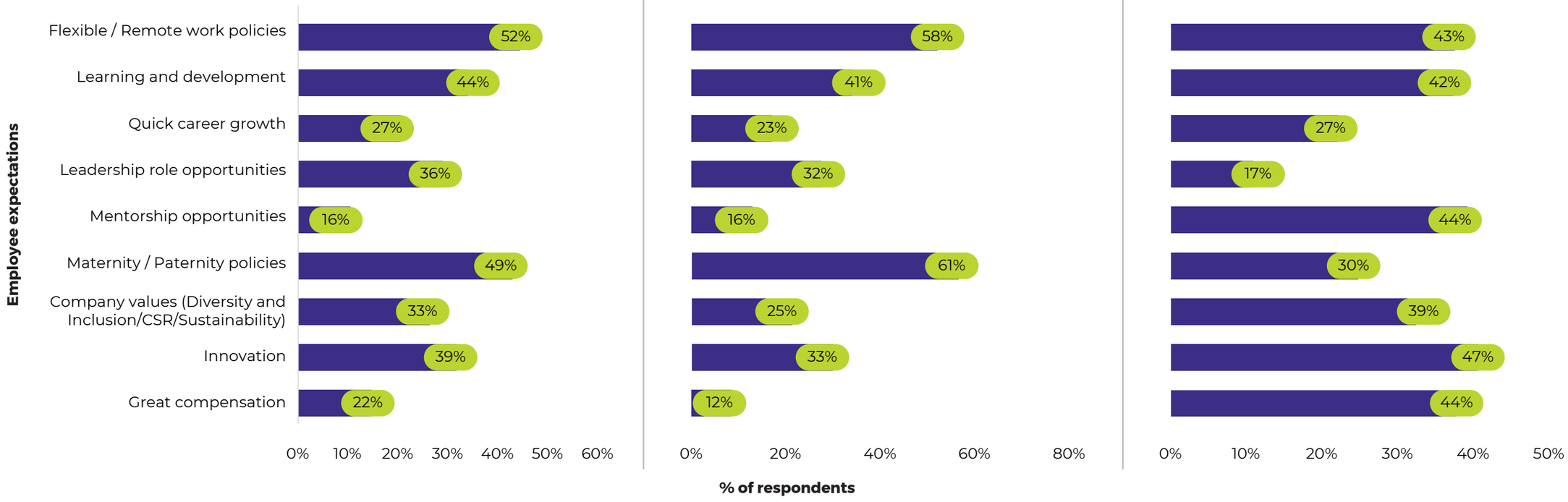
69% of Indian organizations plan **to increase their focus on gender diversity** in the next 12-18 months

Additionally, **63%** of organizations have **specific policies to increase the hiring of women**

Date Source: 1) Corporate India focusing on gender diversity, to hire more women in 2023, Business Standard, Dec 2022 2) Inclusion in India's workplaces - Leap of faith, Jan 2021 3) Top consulting firms seek to get gender balance right, Economic times, Oct 2022 4) Deloitte India on diversity and inclusion, 2019-20

Expectations from employers of women enrolled in STEM

Expectations from employers of women in STEM



Expectations from employers of women in STEM: Married

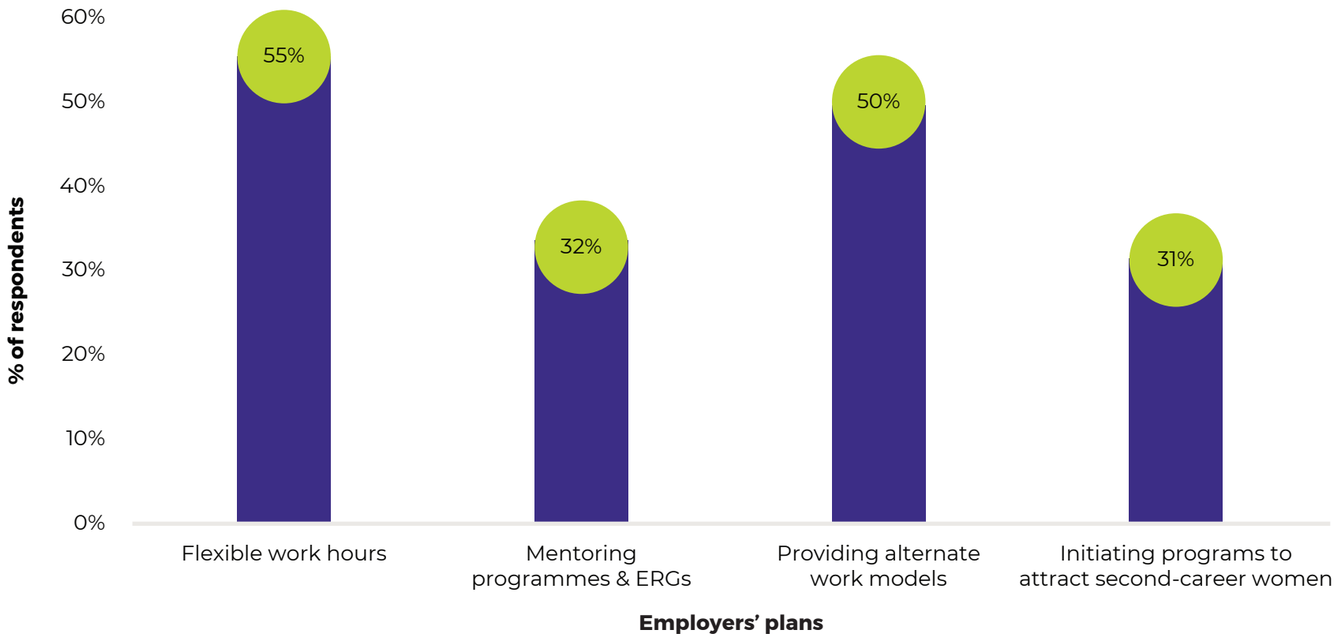
Expectations from employers of women in STEM: Unmarried

Women in STEM expect prioritization of work-life balance, family-friendly policies, and a learning and development environment. The top three expectations of such women employees from the organization they would join are flexible/remote work policies (51%), maternity/paternity policies (45%), and Learning and development (44%). Both married and unmarried women have similar expectations for flexible/remote work policies. Married women have a higher expectation for maternity/paternity policies (61%), while unmarried women have a higher expectation for Mentorship Opportunities (44%) and innovation (47%).

Sample Size (Employee): 500

Employers' initiatives to enhance gender diversity at work

Employers' plans for attracting STEM women employees to boost gender diversity



Employers' plans for attracting STEM women employees to boost gender diversity:
by organization type

Micro Enterprise	**54%** Providing alternate work models
Small / Medium Enterprise	**72%** Flexible work hours

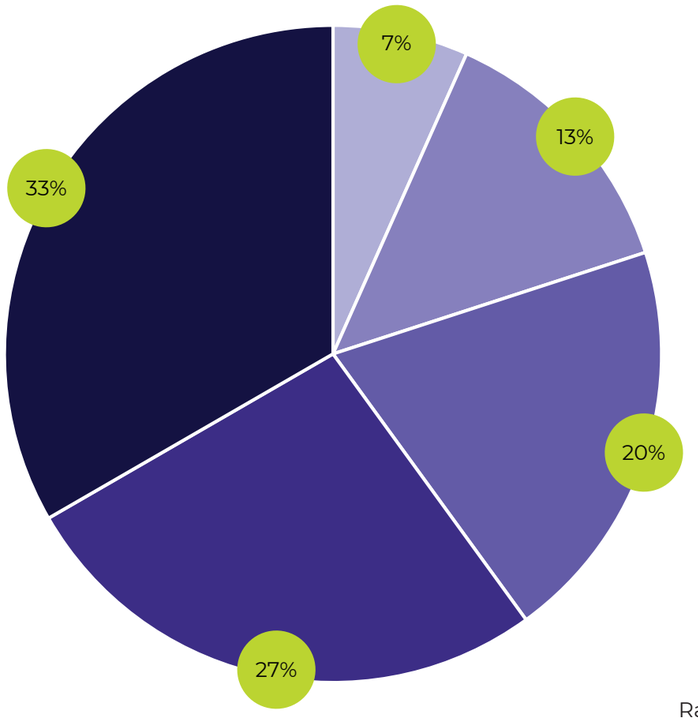
Employers are improving Gender Diversity in the workplace through various measures. The most common actions are offering flexible work hours (55%) and alternative work models (50%), whereas 31% of employers are initiating programs to attract second-career women qualified in STEM for job opportunities.

Sample Size (Employer): 250

Employers’ attitudes towards flexible work arrangements

Employers’ rating:

“Providing flexible roles to STEM women employees can impact hiring & retention of STEM women employees in your workforce”



1 2 3 4 5

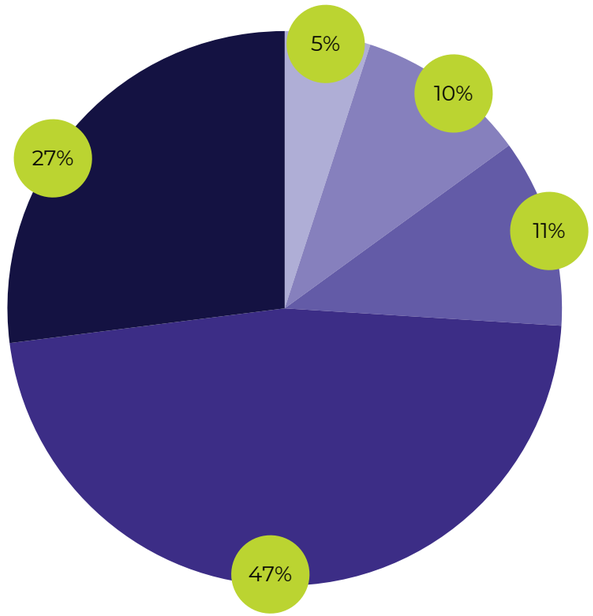
Rating scale: where 1 stands for “Least likely” and 5 stands for “Most likely”

Most employers (72%) agree that providing flexible roles to STEM qualified women employees can strongly impact hiring and retaining them in the workforce.

Sample Size (Employer): 250

Importance of pay parity for gender equality

Employers believe that pay parity is an important step towards gender equality and can reinforce several women to stick to their career despite socio-cultural barriers



1 2 3 4 5

Rating scale: where 1 stands for “Least likely” and 5 stands for “Most likely”

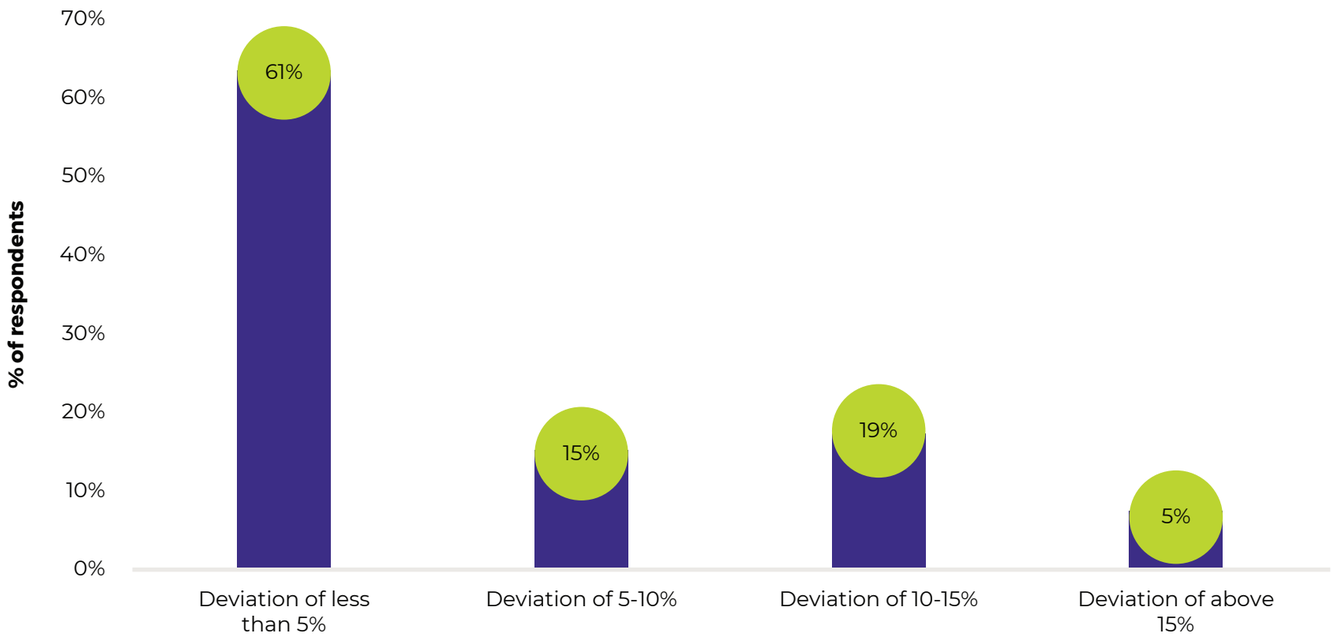
Employers believe that pay parity is an important step towards gender equality and can reinforce several women to stick to their career despite socio-cultural barriers : by organization type

The importance of pay parity for gender equality and encouraging women in STEM to continue their careers despite socio-cultural barriers is acknowledged by a large majority (74%) of employers. Only 15% of employers did not consider it necessary. Employers across organization types concur that pay parity is crucial to Gender Equality.

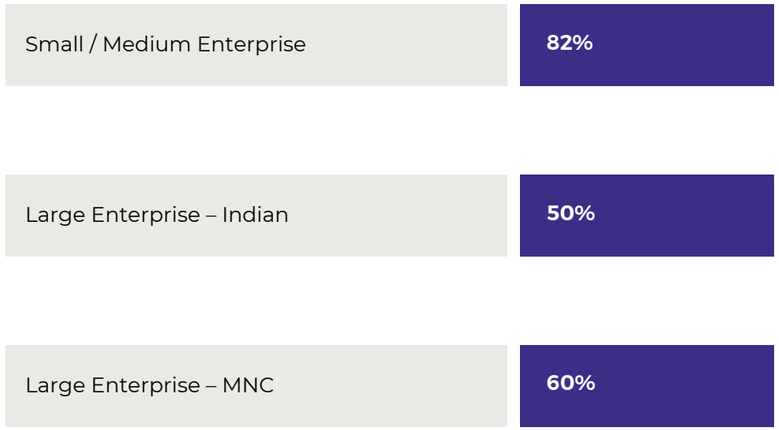
Sample Size (Employer): 250

Pay parity in India Inc.

Gender pay gap



Gender pay gap:
by organization type



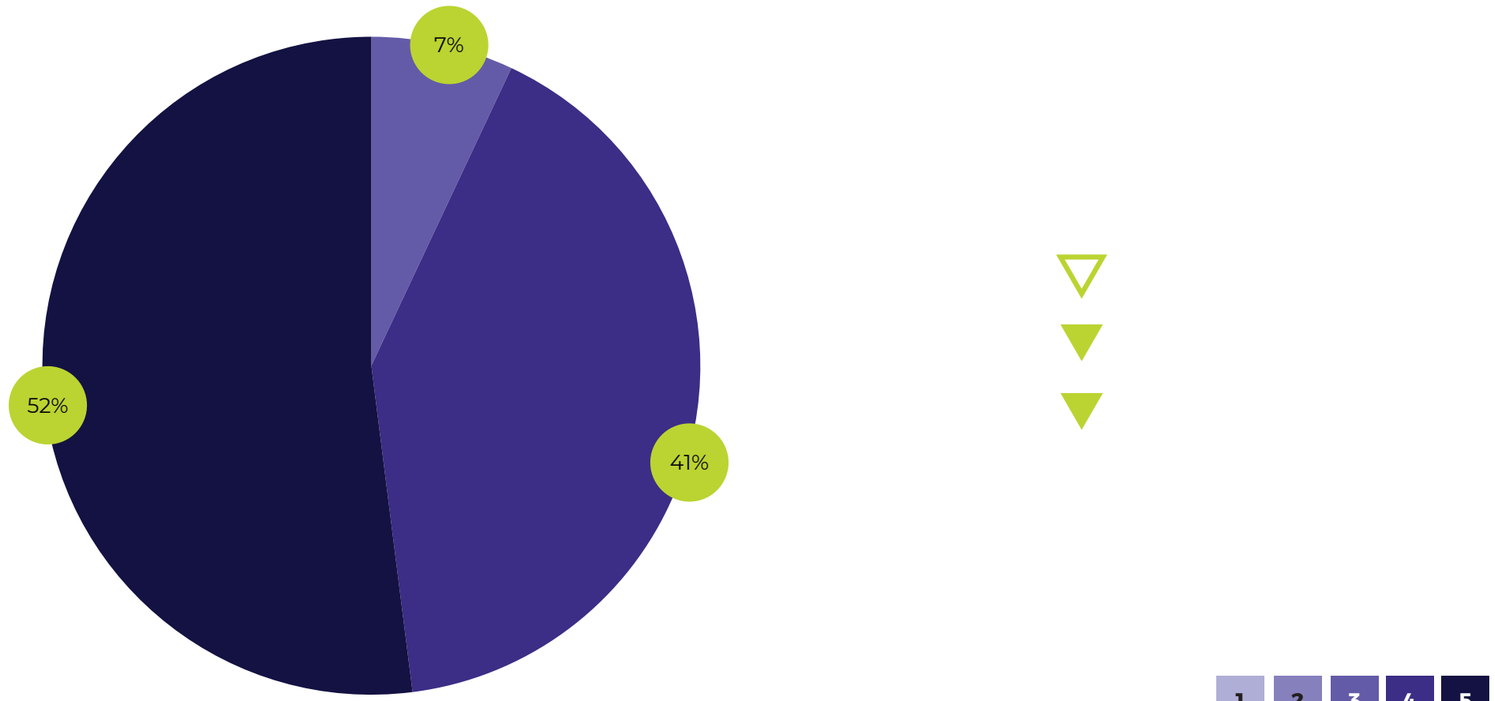
(Deviation of less than 5%)

Most employers (61%) have a deviation of less than 5% on their organizations' pay scale, with only 5% having a deviation above 15%. Across all organization types, there is a relatively low percentage deviation on pay scales, with small/medium enterprises having the highest proportion of respondents (82%) reporting a deviation of less than 5%. Startups have the highest proportion of respondents (22%), registering a deviation above 15%. Overall, employers prioritize maintaining low deviations in their pay scales.

Sample Size (Employer): 250

Equal Pay: A priority for STEM qualified women in the workplace

STEM women's opinion on the need for equal pay between the genders



Rating scale: where 1 stands for “Least likely” and 5 stands for “Most likely”

Equal pay between the genders is considered “extremely important” by a majority of STEM qualified women (52%) and “important” by 41% of respondents, highlighting the critical need for creating a more equitable workplace. Only a small percentage (7%) rated it as “somewhat important” but not a priority.

Sample Size (Employee): 500

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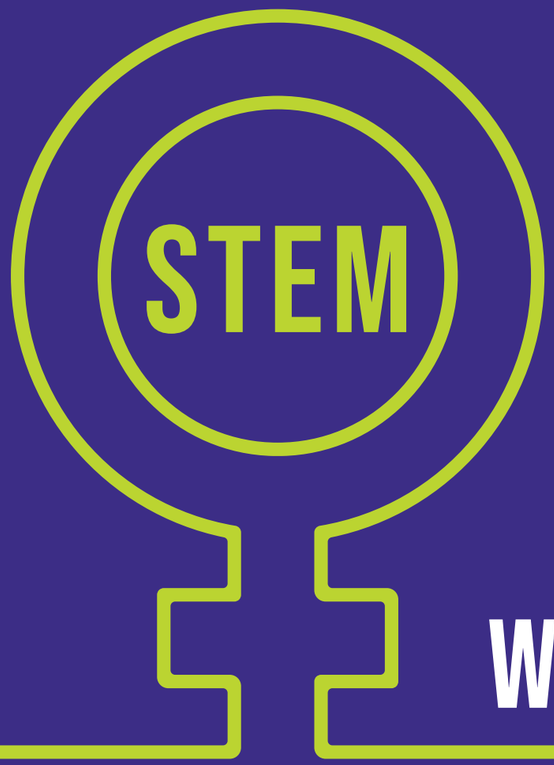
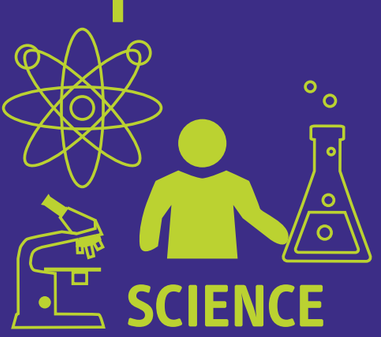


WOMEN IN STEM:

RESHAPING THE DYNAMICS



Women in leadership roles

The number of **women hired in leadership roles in India has increased significantly** over the past eight years, shooting up to **24%** in 2022, which is **1.36 times higher** than in 2015

India Inc. is taking steps to **boost diversity ratios,** including introducing unconscious bias training, mentoring programs, and more fairness in hiring

In 2022, **gender diversity ratio in executive leadership and senior management roles** were **17%**, and **36%** of organizations are looking to **increase the ratio**

The World Economic Forum's 2022 Global Gender Gap Report showed that the **share of female founders in India grew by 2.68 times** between 2016 and 2021, compared to **1.79 times among men**

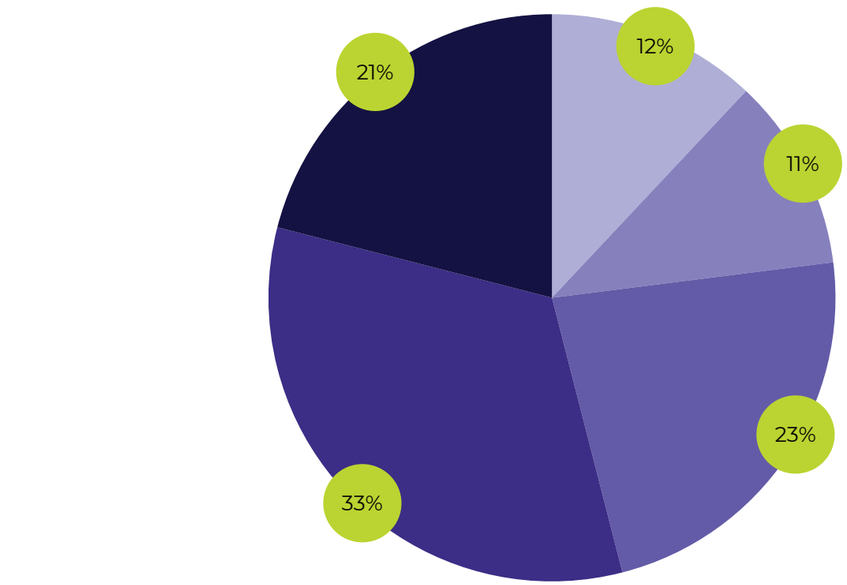
India's share of women in senior management is higher than the global average in 2022
38% vis-à-vis 32%.

Leadership

Date Source: 1) The World Economic Forum's 2022 Global Gender Gap Report, 2022 2) Back About 17% firms looking at gender diversity for their CXO posts, Mint, Sep 2022
3) Women CEOs and MDs spike 8 times in five years; India way ahead of global average, Grant Thornton, March 2022

STEM qualified women in Leadership Roles: Employers' opinion

Employers' opinion: "Hiring more STEM qualified women in leadership roles can prove to be significant in encouraging gender diversity."



Rating scale: 1 stands for "Not Significant at all" and 5 stands for "Highly Significant"

Employers' strategies to improve STEM women participation for leadership positions

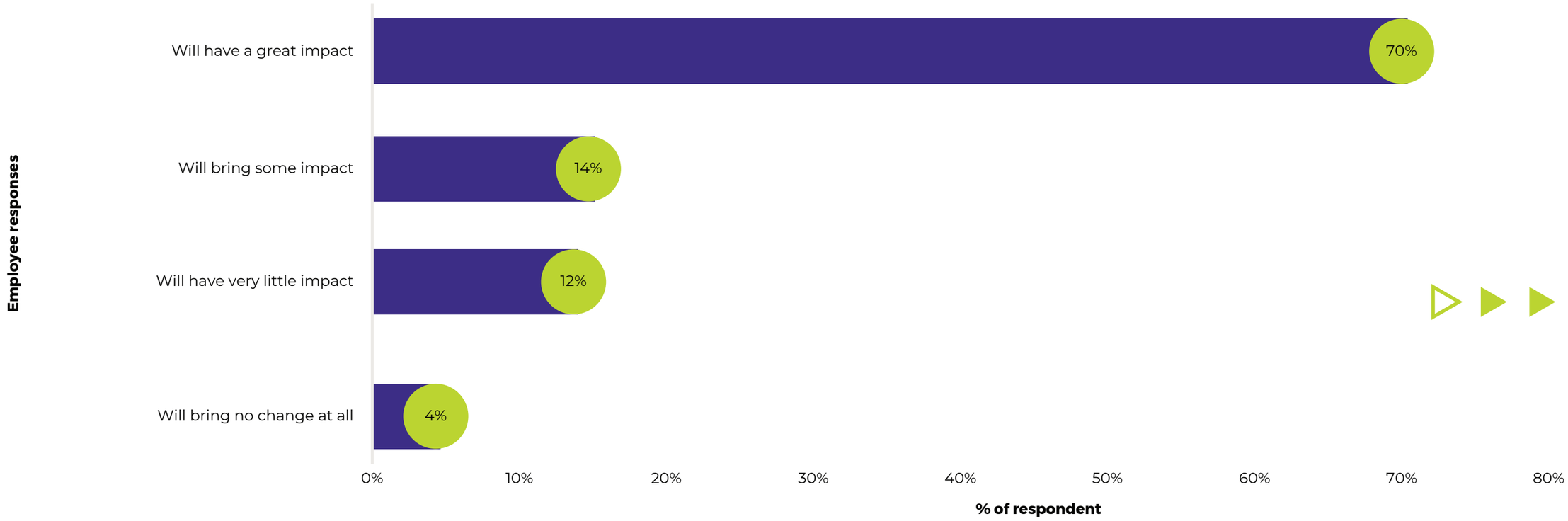
Preparing internally for taking up leadership positions	75%
Hiring fresh women talent for leadership position	15%
A mix of both	10%

A majority of employers (54%) agree that hiring more STEM qualified women in leadership roles is a significant step toward promoting Gender Diversity. A far smaller 23% of employers, however, do not hold this view. Among employers who agree with the statement, 75% plan to prepare and encourage STEM qualified women employees in their organization to take up leadership positions, while only 15% plan to hire laterally to improve women's presence in leadership positions.

Sample Size (Employer): 250

STEM qualified women in leadership roles: Women's perception

Women’s perception on women in STEM in leadership positions facilitating gender diversity

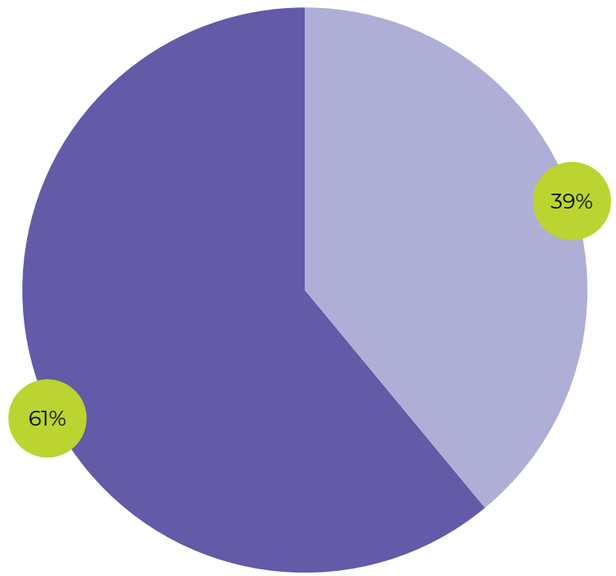


The majority (70%) of women enrolled in STEM course believe that women’s employment in leadership positions will greatly facilitate gender diversity in the workplace. A small but significant 14% believe it will bring some impact, while only a small proportion (12%) believe it will have minimal impact.

Sample Size (Employee): 500

Women's career progression: Perspective of STEM qualified women

STEM women employees' response on promoting women's career progression within the organization



Yes **No**

STEM women employees' response on promoting women's progression within the organization: by organization size

Less than 100 employees	**56% Yes**
100 to 1,000 employees	**77% No**
10,000 employees and more	**55% No**

Only 39% of women in STEM believe that their organizations promote the progression of women, indicating the need for significant improvement in Gender Equality in the workplace. While the majority (56%) of women in STEM in organizations with less than 100 employees believe that their organizations promote the progression of women, mid-sized organizations (100 to 1,000 employees) have a majority of women (77%) who do not believe that their organizations support the progression of women.

Sample Size (Employee): 500

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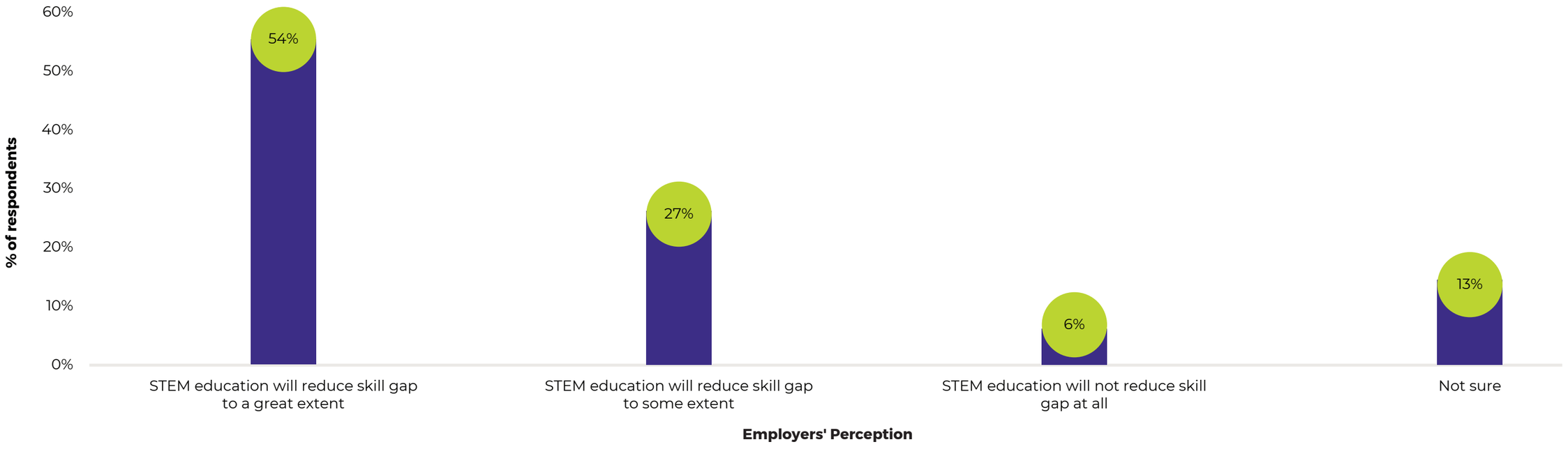
WOMEN IN STEM: BUSINESS BENEFITS

Reducing India's skill gap through women's enrollment in STEM education

Employers' perception:
Impact of women's enrollment in STEM education on India's skill gap

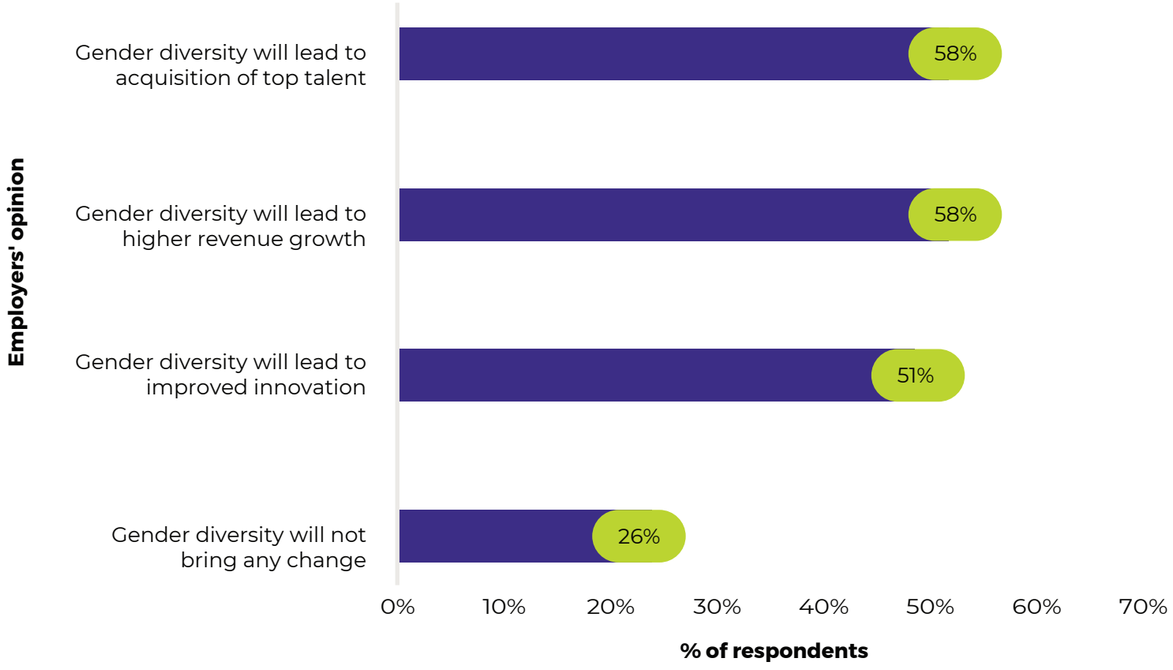


Employers believe that increased women's enrollment in STEM education can play a significant role in reducing India's skill gap. Over half (54%) of the employers believe that STEM education will reduce the skill gap to a great extent, while 27% believe that it will reduce the skill gap to some extent. Only 6% of the employers think that STEM education will not reduce the skill gap at all, while 13% are still determining the impact of STEM education on reducing the skill gap.

Sample Size (Employer): 250

Benefits of gender diversity

Employers' perspective on the impact of gender diversity



Employers' perspective on the impact of gender diversity: by organization type

Gender diversity will lead to higher revenue growth	**65%** Large Enterprise – Indian **67%** Large Enterprise – MNC
Gender diversity will lead to improved innovation	**65%** Large Enterprise – Indian

Employers believe that gender diversity can bring a positive impact on their organizations. Most employers (58%) think gender diversity can lead to higher revenue growth and top talent acquisition. Over half of the employers (51%) also believe that gender diversity can lead to improved innovation. The appreciation for gender diversity will lead to the acquisition of top talent is majorly observed in small/medium (75%) and large enterprises(60%).

Sample Size (Employer): 250

Conclusions

Approximately **4 million female online learners** have enrolled in STEM courses, and **62%** of employers intend to **hire more STEM women** in FY 2023-24

Women are enrolling in STEM primarily for acquiring **additional skills** demanded by today's jobs **(55%)**, gaining **technical knowledge (42%)**, enhancing their **educational and professional qualifications (36%)**, preparing for their **dream job (16%)**, and **career progression (26%)**

Startups have evolved to be the greatest benefactors and enablers for STEM women's growth across all parameters

To attract women employees and promote gender diversity, employers plan to offer **flexible work hours** & alternative work models while scheming to initiate programs to attract **second-career women**

57% of women believe that the pay gap is prominent in their organizations, whereas **61%** of employers mention that there is less than a **5%** deviation in pay parity, affirming the need for policies and communications to instate **gender-based pay parity**

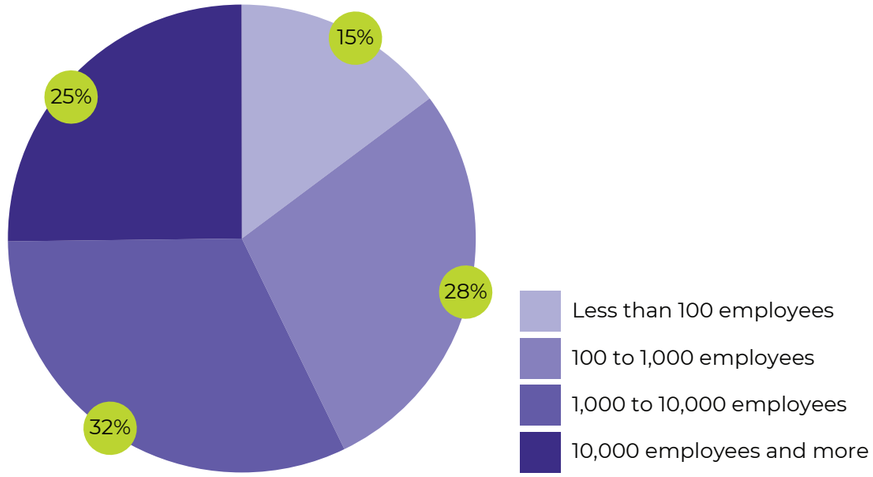
Employers recognize the benefits of gender diversity, with **58%** believing it can lead to **higher revenue growth and top talent acquisition**

SAMPLE DESIGN

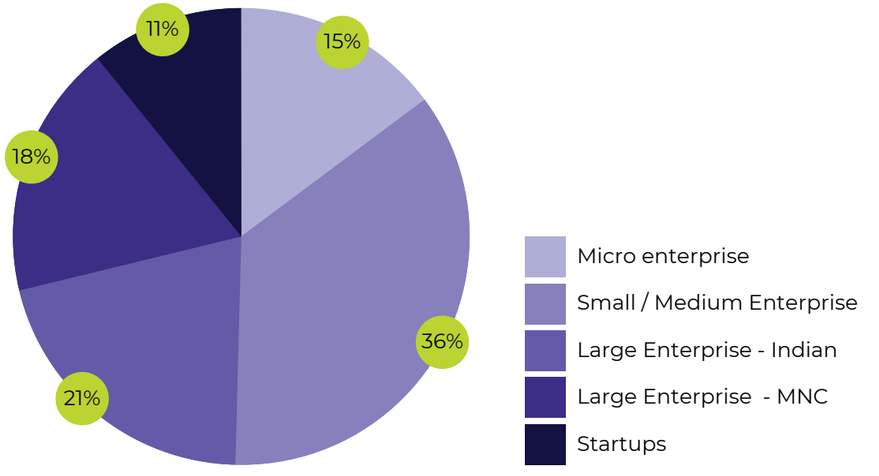
EMPLOYER SAMPLE SIZE: 250 AND EMPLOYEE SAMPLE SIZE: 500

Sample Design – Employer (Sample Size: 250)

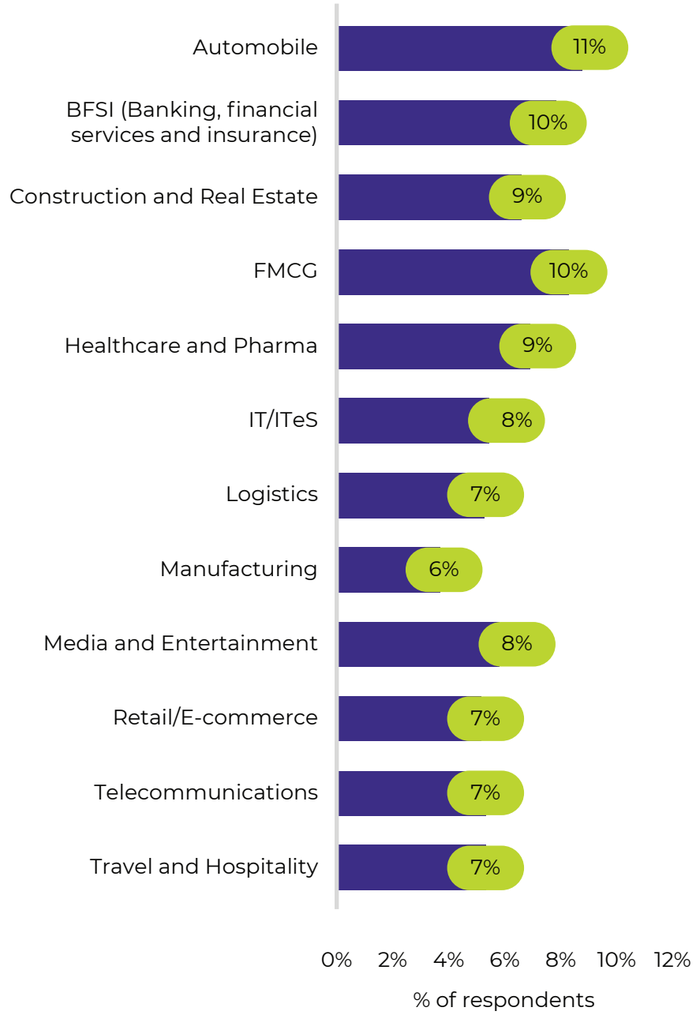
Organization size



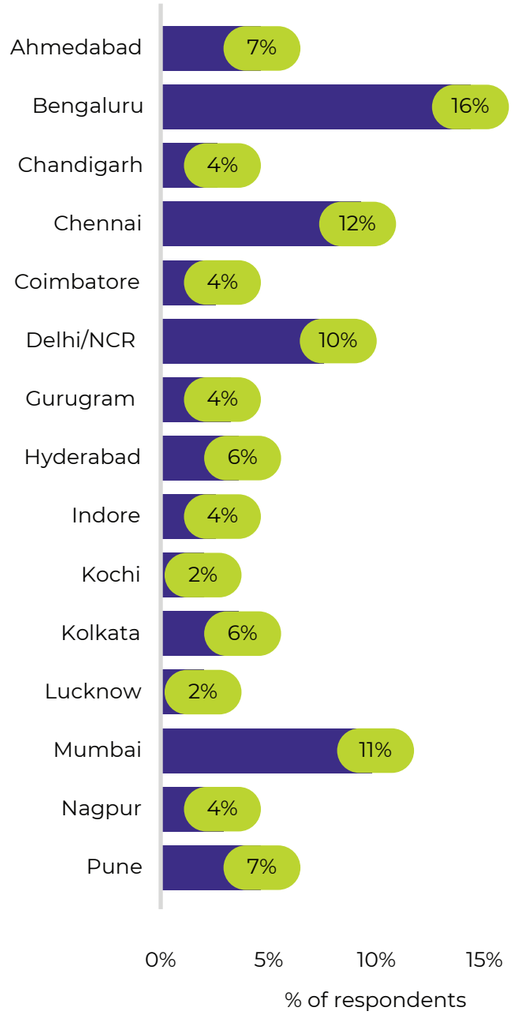
Organization type



Sector

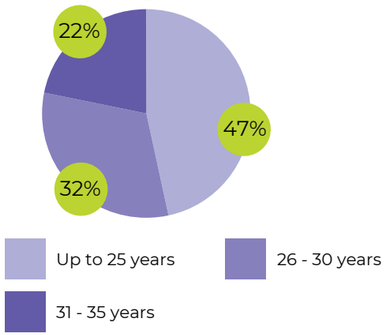


City

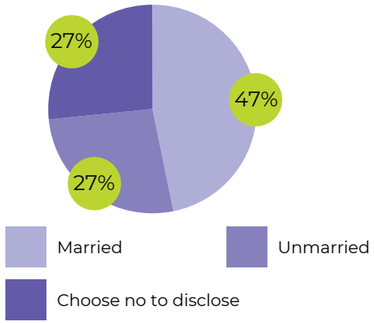


Sample Design – Employee (Sample Size: 500)

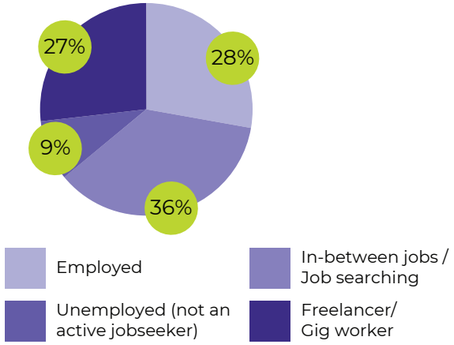
Age



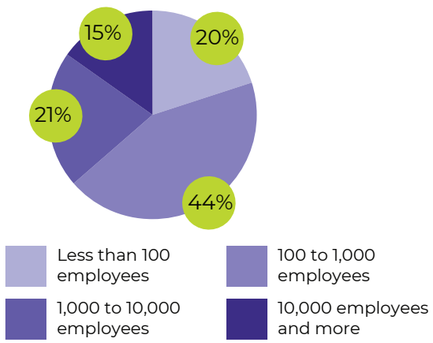
Marital Status



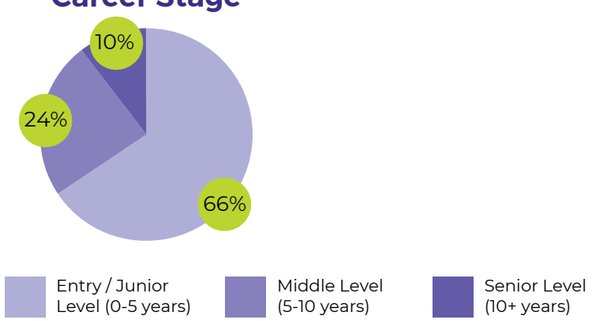
Employment Status



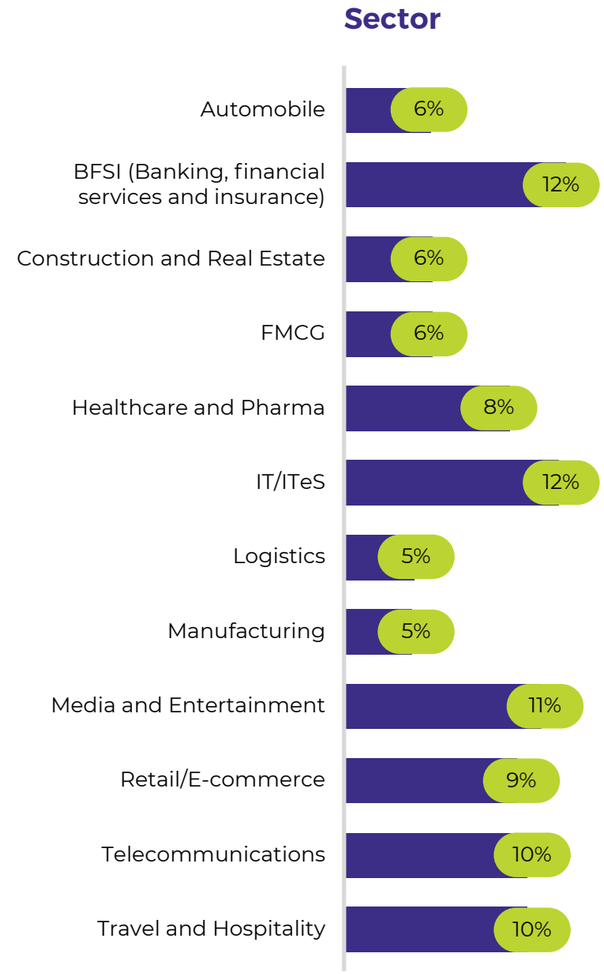
Organization size



Career Stage



Sector



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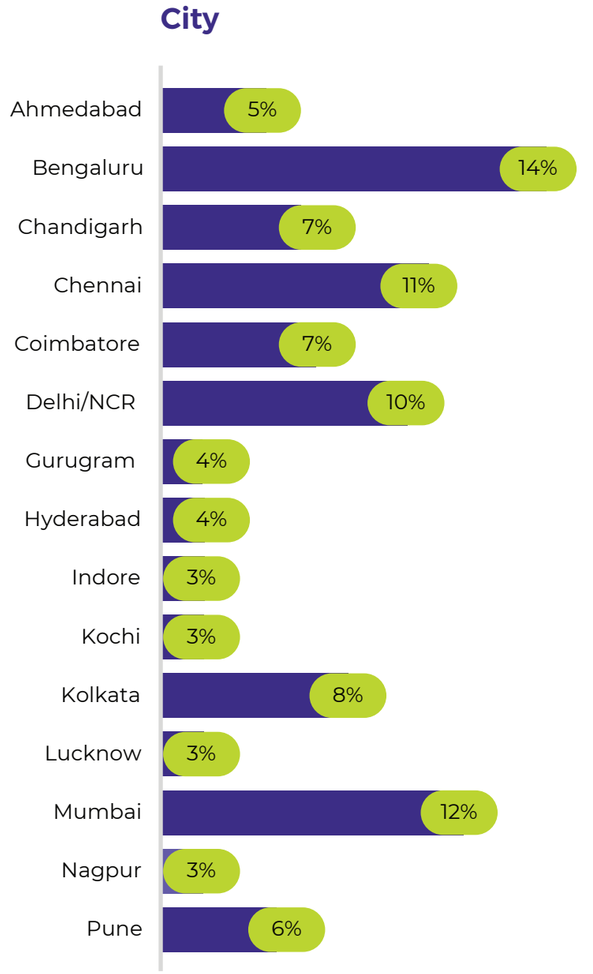

Annexure:

1. STEM: stands for Science, Technology, Engineering, Mathematics and STEM education refers to a study in these areas.
2. Some STEM job roles: Software Developer, Information Security Analyst, Web Developer, IT Manager, Nurse Practitioner, Medical and Health Services Manager, and Physician Assistant.
3. Women in STEM / STEM qualified women refers to Women who are enrolled or have completed online STEM courses.

Bibliography

1. Corporate India focusing on gender diversity, to hire more women in 2023, Business Standard, Dec 2022
2. Inclusion in India's workplaces - Leap of faith, Jan 2021
3. Top consulting firms seek to get gender balance right, Economic Times, oct 2022
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